

Failures, while sometimes embarrassing, are important learning experiences that ultimately strengthened programs and the character of those who ran them. Most of the information in this chapter is presented in brief summary form. A few narratives like Turkey and Deer reproductions are more detailed because the stories have never been told before, and I felt the individuals involved deserved special mention. It should be pointed out that the thoughts presented are those of the author's based upon archival and personal experiences over the past 35 years. Others undoubtedly would have different views—very understandable considering the subject and the thousands that had a hand in it. Agency Evolution The initiative, original thoughts and innovative ideas of Aldo Leopold began one of the most enduring conservation efforts ever initiated in Wisconsin. Iszaak Walton League (Ikes) officers Frank Graess and William "Bill" Aberg contributed as well. Collectively, they drafted the 1927 legislation that created the Wisconsin Conservation Department. Many ideas obtained from Michigan and Pennsylvania, Wisconsin's Conservation Act of 1927 established the framework for a new state agency and its related policy body, the Wisconsin Conservation Commission. No doubt Leopold's thinking drove the effort, but it took attorney Aberg's touch to produce a sound law proposal. The Conservation Act was clearly a pivotal event in conservation history, but it also involved a failure that probably stunted agency progress and may well have permanently altered program direction. Leopold and the Ikes had a clear vision about who should serve on the new Conservation Commission. They carefully prepared a slate of 20 highly qualified candidates including Leopold. When they presented the list to Governor Zimmerman, Aberg urged the appointment of Leopold as director of the new Wisconsin Conservation Department (WCDP).

The Ikes had worked very hard to help Zimmerman get elected. It was a heated campaign, and Zimmerman used a strong conservation platform to attract votes. In and with staff, the Ikes were led commissioners and agency appointments. Nothing could have gone of their recommendations received satisfaction by winning again and getting Zimmerman would have to wait more than 12 individuals of agency policy. Aberg later and both mediated up fame. The tragedy of this story being the WCDP director position addressing the conservation commission policy in 1926, he wrote, "The chief executive officer of the whole system breaks down." Tommy appointed the DNR secretary position to the Governor's Office in acre wetland located in Dodge and Wisconsin had provided abundant through most of the nineteenth century. His rich, fertile soils interested in draining the marsh. During the early 1900s, food-farmers to expand marsh drainage instrumental in stopping their effort and saving one of the largest wildlife sanctuaries in the country. The warden and sportsman whose foghorn voice and statewide campaign were instrumental in saving



private meetings with Zimmerman to believe their recommendations for would have great influence on the been further from the truth because were implemented. Later, the Ikes very hard on the next election campaign of office. Leopold, however, years before he would have a direct was also appointed to the commission Wisconsin's Conservation Hall of related to Leopold's idea about keep free from political appointment. Commission structure in the American. "It is vital that they appoint them this vital point is compromised. Thompson changed the authority relation from the Natural Resources 1995 program. Wash the 15,000 Fond du Lac counties in east central fish and game for North American center called "Drones" take an attraction with European settlers in the late 1800s. The agricultural machinery allowed drainage of wetland was made possible by the intercommunity important the state from 1923 to 1927.

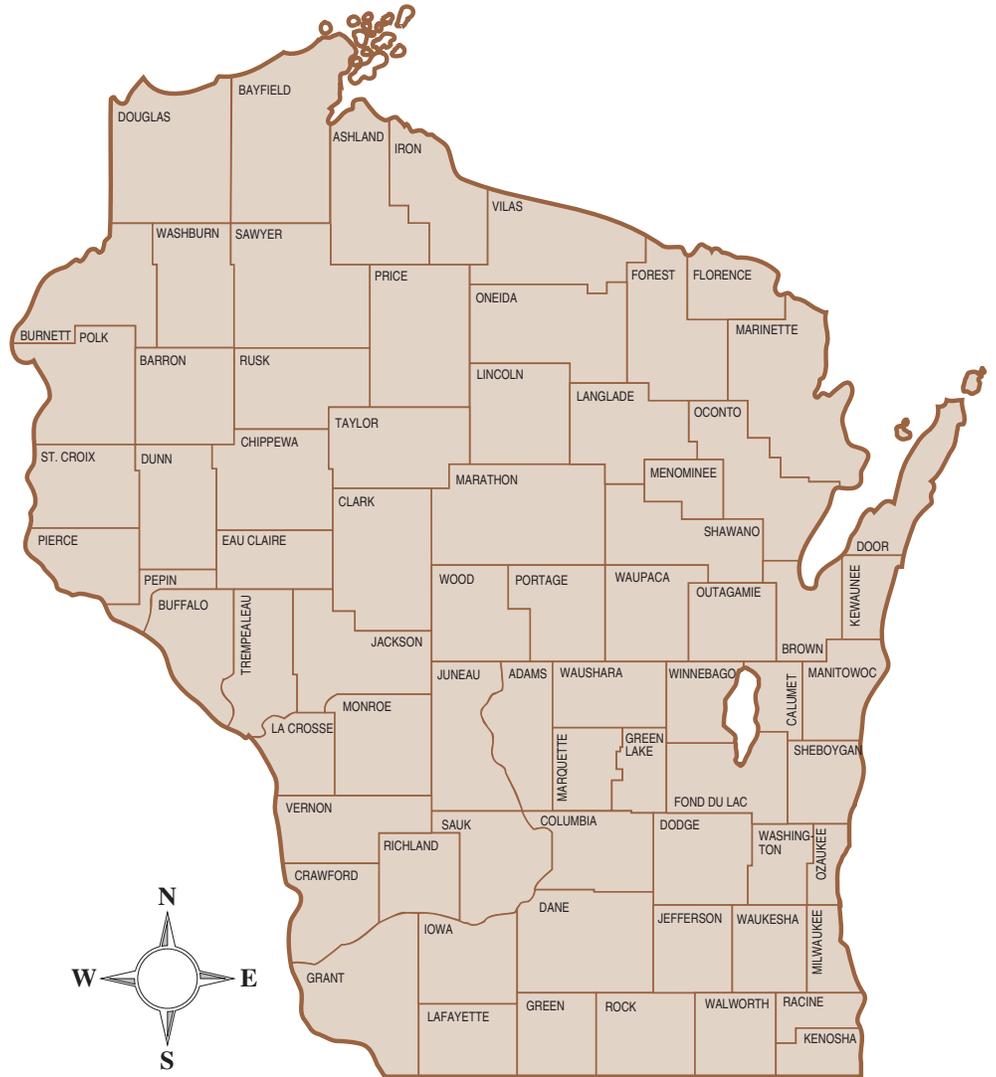
DNR FILE, COURTESY OF THE OTTO FAMILY

in influencing the state. He addressed numerous meetings around the state from 1923 to 1927, touting the huge potential fish and game benefits for saving a marsh that had been plundered by agriculture. He later was successful in influencing the state to purchase this vital area. The 70,000-acre Horicon National Wildlife Refuge, which is managed by the U.S. Fish and Wildlife Service, is originally a redhead duck management but expanded to include multiple species and environmental education. The southern one-third of the Horicon Marsh Wildlife Area managed by the state, the project's traditional migrating Canada goose population and diverse wetland and upland wildlife nature trails, and educational centers are state and national treasures. Besides providing recreation, from the environment had political support because they killed livestock and competed too efficiently with hunters for game. The original idea was initially conceived as a result of European settlement of America began. Establishing bounty payments on the ground started in 1825 and continued for 25 years, but it wasn't considered a success story. Early scientists and scholars backed the bounty idea with theories about how predators could be on wild populations. Aldo Leopold had the same idea early in his professional career but that changed when he began to see that predators had a vital role in controlling certain prolific species. He ultimately observed that predators were an important influence on the warty (there's a challenging to maintain). Leopold's famous encounter with a wolf that his hunting party shot was the pivotal event in his life and forever changed his philosophy about predators. When our rifles were empty, the old wolf was dead, and it was a dangerous into impassable slide roads. We reached the old wolf in time to watch the fierce green fire dying in her eyes. I was glad

Appendices • Glossary • Sources

The Gamekeepers

Map of Wisconsin Counties



Appendix A: Wisconsin Regulations Chronology, 1851–1898

- 1851** Deer hunting closed February 1 to July 31. Prairie chicken, pheasant, quail, and woodcock hunting closed February 1 to August 1.
- 1852** Drainage of swamps and lowlands was legalized, and landowners were required to “show cause” if they did not want public ditches to cross their property.
- 1853** Sale of sharp-tailed grouse, prairie chicken, ruffed grouse, and quail was prohibited. Seasons were extended for woodcock (two months) but shortened for prairie chicken (by two and one-half months), sharp-tailed grouse (by two and one-half months), ruffed grouse (by two months), and quail (by three months).
- 1857** All birds and their nests and eggs were protected on cemetery and burial grounds, which were considered refuges.
- 1859** Closed seasons on deer, prairie chicken, and sharp-tailed grouse increased by a month. The open season on quail was limited to one month. The possession of protected game was prohibited.
- 1860** Deer season was shortened by one month (season now five months long). The woodcock closed season expanded to seven months. The prairie chicken closed season was expanded to eight and one-half months. The ruffed grouse closed season expanded to nine months. The quail open season extended to three months.
- 1864** Muskrat, mink, otter, beaver, marten, and fisher seasons were closed for the first time in history (six-month closure).
- 1867** All game bird nests and eggs except those of wild pigeons were protected. Deer season increased by 45 days to a five and one-half month season. Open season on woodcock was five months long. Open season on ruffed grouse, prairie chicken, and quail was four months long.
- 1868** The use of poison bait was repealed.
- 1869** Set guns were prohibited. All insect eating birds were protected within two miles of any incorporated city.
- 1870** Woodcock closed season was extended to seven and one-half months. Ruffed grouse, prairie chicken, and quail closed seasons extended to nine months. Wood duck, mallard, and teal closed seasons were seven months long in Milwaukee, Racine, Kenosha, Waukesha, Walworth, Jefferson, Rock, Green, Dane, LaFayette, and Grant counties. Traps, snares, and swivel or punt guns were prohibited in those same counties except that woodcock were not protected from traps and snares.
- 1871** The duck protection of the previous year was expanded to include Winnebago, Fond du Lac, Green Lake, Waupaca, and Waushara counties.
- 1872** Duck protection was expanded to include Dodge and Richland counties. In addition, mallards and ring-necked ducks were protected in the spring for five months. These same counties prohibited snaring of all game birds including ducks. St. Croix and Burnett counties expanded protection of prairie chicken and sharp-tailed grouse by one month and ruffed grouse and quail by one and one-half months, and decreased woodcock protection by one month.
- 1874** Most of the state protected prairie chickens and sharp-tailed grouse for nine months and woodcock for eight months. Wood duck, mallard, and teal were protected for seven months. Duck eggs were protected from March until July. For the first time, the use of nets, traps, and snares was prohibited statewide (except for taking passenger pigeons). Swivel guns and pivot guns were outlawed for duck and goose hunting.
- 1875** Kewaunee County was the first to prohibit hunting deer with dogs. The use of snares and traps was prohibited for taking deer statewide. The deer season was reduced by another one and one-half months (now a nine-month closed season). Poison was legalized for killing wolves and wildcats between November 10 and December 20.
- 1877** It became unlawful to disturb or kill pigeons within three miles of their roost. All “insect eating” birds and their eggs were protected statewide. Snares, nets, and traps were allowed for taking ducks. Sailboats, sneak boats, and sunken batteries (gun



Appendix A (Continued)

- placements triggered from another location) were prohibited for duck hunting on Lake Koshkonong, the Rock River, and in Jefferson, Dane, and Rock counties between 8 p.m. and 3 a.m. Deer hunting with dogs was allowed in Ashland, Bayfield, and Douglas counties. Deer season was reduced by another two weeks statewide (now open three and one-half months).
- 1878** Exportation of grouse and prairie chicken was prohibited. Game birds could only be taken by a gun held at the shoulder. The closed season on woodcock, quail, chicken, grouse, wood duck, mallard, and teal lasted seven months and 25 days. The three-mile kill restriction on pigeons was reduced to prohibiting killing or wounding wild pigeons at their roosting or nesting place.
- 1879** Door County allowed the killing of deer for food purposes only, and none could be exported from the county.
- 1880** Beaver were dropped from the protected list. Upland game birds could again be shipped out of state for commercial purposes. Door County prohibited shining deer at night. Ashland, Bayfield, and Douglas counties closed the deer season for eight and one-half months while counties north of Vernon, Sauk, Columbia, Dodge, Washington, and Ozaukee counties protected upland game birds, wood duck, mallard, and teal for seven and one-half months, woodcock for eight and one-half months, and deer for nine and one-half months.
- 1883** Shipment of venison and other protected game was prohibited. Deer hunting was prohibited at night. The deer season was November 1 to December 15. The three-mile restriction for taking passenger pigeons was reinstated.
- 1885** Dodge, Fond du Lac, and Green Lake counties closed the season on quail, grouse, and prairie chicken for two years. Racine County did the same for three and one-half years.
- 1887** Hunting from open water or from boats and sink boxes as well as the shooting of any harmless birds for millinery purposes was prohibited. Deer season was October 1 to November 10. Dogs were legalized for deer hunting. Muskrats were dropped from the protected list.
- 1889** Squirrels, upland game birds, and waterfowl were protected December 15 to August 1. Deer season was open October 15 to December 1.
- 1891** Mink were dropped from the protected list. Hunting deer with dogs was prohibited. Sale of venison more than eight days after season closure was prohibited. Deer season was November 1 to December 1.
- 1893** First open season for Mongolian and Chinese pheasants.
- 1896** First bag limit on deer was established (two, any age or sex). Two numbered "coupons" were issued with each deer hunting license. All deer hunters were required to be licensed for the first time. Nonresident deer license fees were set at \$30; resident fees were \$1.
- 1897** State ownership of game was established.
- 1898** Three laws were created to protect migratory birds. The statutes are quoted verbatim to reflect the times:

Wisconsin Statutes, 1898, Chapter 185, Vol. 2, p. 2759

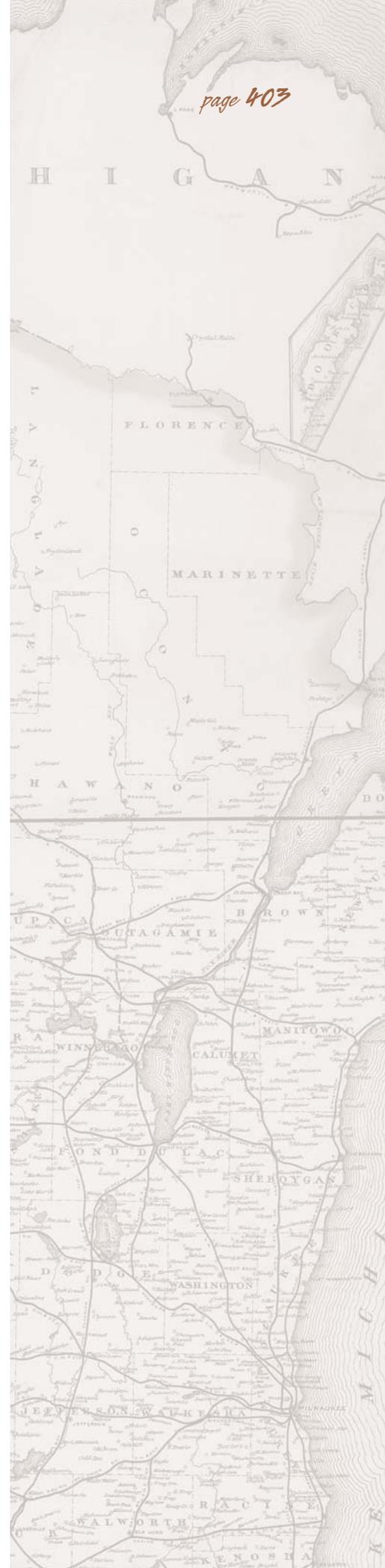
Sec. 4563. (as amended by Acts of 1899, chap. 267, sec. 1). Any person who shall take, catch or kill any wild duck, brant, or any aquatic fowl, excepting wild geese, between January 1 and September 1, shall be punished by a fine of \$20 to \$50, or by imprisonment of 10 to 60 days, or by both such fine and imprisonment.

Sec. 4565. (as amended by the Acts of 1899, ch. 311, sec. 10, p. 558). Any person who shall catch, or kill at any time, or for any purpose whatever, except as authorized by law, any whippoorwill, night-hawk, bluebird, finch, thrush, robin, lark, turtle-dove, or any harmless bird shall be punished by a fine of not more than fifty dollars or by imprisonment in the county jail for not more than thirty days, provided that this section shall not apply to blackbirds, crows, English sparrows, or pigeons for trapshooting.

Sec. 4565a. Any person who shall take or destroy the eggs or nest of any waterfowl or bird, except crows and English sparrows, shall be punished by a fine of not more than five dollars or by imprisonment in the county jail for not more than ten days.

Appendix B: U.S. and Wisconsin Regulations Chronology, 1900–1923

- 1900 The federal Lacy Act was passed after a three-year struggle in Congress. This Act was the first federal law dealing with wildlife at the national level. Its primary purpose was to complement state laws for protecting game and stop the illicit traffic of wildlife products, especially bird plumes and other feathers used in the millinery trade and displayed in women's hats.
- 1903 The sale or barter of upland game birds, aquatic waterfowl, and venison was prohibited in Wisconsin. The first federal bird refuge was established on Pelican Island off the coast of Florida.
- 1909 The first complete closure of spring waterfowl hunting season occurred in Wisconsin. The first game farm law was created in Wisconsin. The state deer season was 20 days in length, but the bag limit was reduced to one deer per season.
- 1913 The first state-operated game farm was established in Wisconsin at Trout Lake (elk and deer). The federal Migratory Bird Act was signed into law March 4, 1913, empowering the Secretary of Agriculture to set hunting dates for migratory birds.
- 1915 Federal migratory game bird laws were enacted in Wisconsin. Sunrise-sunset shooting hours were enacted for the first time. The first Wisconsin "one buck" law was created. The sale of deer and birds (protected by closed season) was prohibited in Wisconsin, and wood ducks and woodcock were protected all year for the first time.
- 1916 The federal Migratory Bird Treaty was created at a convention between the United States and Great Britain for protecting migratory birds in the United States and Canada. It established a closed season on migratory game birds between March 10 and September 1 with certain subsistence exceptions and required, among several stipulations, that prescribed open seasons should not exceed three and one-half months in any one region.
- 1917 Guides and trappers were required to buy licenses (\$1) in Wisconsin. A paper deer tag (\$1) was required to be attached to the deer's carcass before transportation. The first game refuge law was created. Trappers were required to report fur taken. A closed season was established for prairie chicken, grouse, and upland game birds.
- 1918 The federal Migratory Bird Treaty Act between the United States and Great Britain for the protection of birds migrating between the U.S. and Canada was finally executed on July 3, 1918. The convention results gave the Secretary of Agriculture the authority to determine annual regulations for the protection of migratory birds. The Act immediately outlawed spring hunting and the sale of migratory birds; terminated shorebird hunting and protected all migratory songbirds and threatened species; provided a regulatory framework for hunting ducks, geese, woodcock, doves, and other game birds; and reaffirmed the federal government's authority to enforce the necessary regulations.
The Wisconsin Conservation Commission was given the authority to close certain fish and game seasons upon receipt of public petition.
- 1919 The first Wisconsin Hungarian partridge season opened. It became unlawful to alter deer tags in Wisconsin.
- 1920 Metal deer carcass tags replaced paper tags in Wisconsin.
- 1921 Cased guns being transported in Wisconsin were required to be unloaded. The Wisconsin Legislature established the Conservation Fund provided by fish and game license sales.
- 1923 Wisconsin deer tag cost increased to 50 cents each; trap tags cost five cents each. The first beaver farm law was created in the state.



Appendix C:

1943 Game Management Division Personnel (20 employees)

The 1943 Law Enforcement Division manual listed the entire permanent Game Division staff as follows:

Administration

William F. Grimmer, Superintendent of game management, Madison

Experimental Game and Fur Farm

H.B. Kellogg Jr., Assistant superintendent of game management, Poynette

Bert Barger, Assistant manager, Poynette

Dr. T.T. Chaddock, Pathologist, Poynette

Frederick Adler, Chemist, Poynette

Refuges and Public Hunting Grounds Section

Therman Deerwester, Poynette

Harold Shine, Poynette

Cooperative Game Management Section

W.E. Scott, Madison

N.R. Barger, Madison

Earl L. Loyster, Madison

Pittman-Robertson Projects

Horicon Marsh Development Project

Earl Mitchell (in charge), Horicon

Franklin Burrow, Horicon

Deer Research Project

W.S. Feeney (in charge), Ladysmith

Quail Census Project

Albert J. Gastrow, Prairie du Sac

Pheasant Research Project

Irven O. Buss (in charge), Madison

Frank Kozlik, Madison

Elton Bussewitz, Madison

Waterfowl Research Project

F.R. Zimmerman, Nevin Hatchery

Food Habits Research Project

Dr. George B. Rossback, Poynette

Central Wisconsin Conservation Area

William Kling, Black River Falls

Appendix D:

Deer Research Project Personnel

(as reported by Dahlberg and Guettinger 1956)

Project Leaders

William S. Feeney (1940–48)
Burton Dahlberg (1948–50)
Ralph Guettinger (1950–53)

Assistant Leaders

Burton Dahlberg (1946–48)
Ralph Guettinger (1949–50)

Project Biologists

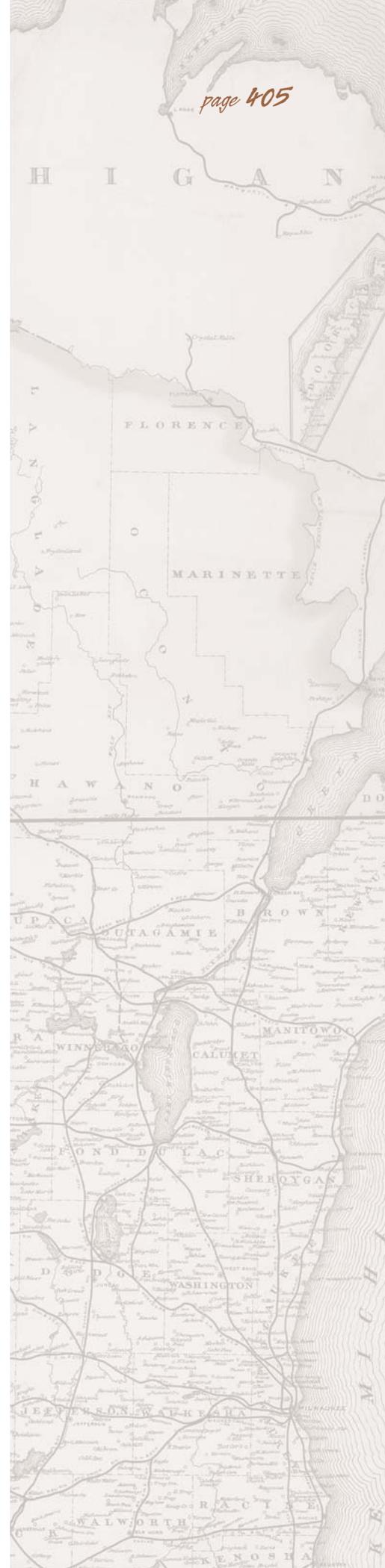
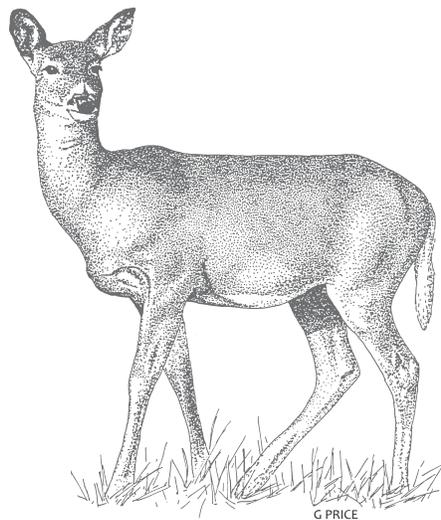
Ralph Hopkins (1941–43); Bernard Bradle (1943–47); Felix Hartmeister (1943–47);
Ralph A. Schmidt (1943–45); Lester M. Berner (1943–44); Bruce P. Stollberg
(1945–46); Ralph Hovind (1946–47); Frank H. King (1946–47); Clifford H. Bak-
kom (1946); Harry Stroebe, Jr. (1946); James G. Bell (1947–48); Ralph Guettinger
(1948–49); Clifford E. Germain (1949–52); John M. Keener (1949–52.).

Project Assistants

Burton Dahlberg (1941); George A. Curran (1941, 1945); George Ruegger, Sr.
(1941–42); Donald G. Allen (1941); Daniel Q. Thompson (1942, 1946–47); Lee
Steven (1942–43); Earl T. Mitchell (1942); Norval R. Barger (1943); Arnold H. Buss
(1943); George W. Schubring (1943); Myron E. Witt (1943); Oswald E. Matteson
(1944); Eugene A. Nelson (1945); Armin O. Schwengel (1945); Clarence Searles
(1945); Samuel F. Spahr (1945); Earl A. Carter (1947); Earl Kennedy (1948–50);
Henry Loux (1948–49); Grover Q. Grady (1949); Eugene E. Parfitt (1949); Edward
A. Przychyna (1949); Werner L. Radke (1949); Carl Strozewski (1949); Gordon P.
Yohann (1949); Richard W. Mihalek (1950).

Stenographers and Clerks

Beverly J. Hilliker (1944–45); Kathryn M. McIntyre (1945–47); Mildred LaForge
(1947–49); Donna Mae Eighmy (1949); Emma Herrman (1950); Betty J. Peterson
(1950–53).



The Gamekeepers

Appendix E:

1947 Game Management Division Personnel (66 employees)

Experimental Game and Fur Farm

William A. Ozburn, Manager, Poynette
Dr. A.M. McDermid, Veterinarian-Pathologist, Poynette

Refuges and Public Hunting Grounds Section

H.T.J. Cramer, Supervisor, Middleton
George S. Bachay, La Crosse
Clarence Benkert, Monroe
Fred Benson, Babcock
Bernard Bradle, Crandon
Dewey Conner, Portage
Joseph P. Corbin, Horicon
George A. Curran, Horicon
Norbert Damaske, Oshkosh
Therman Deerwester, Portage
Kenneth Derr, Wisconsin Rapids
Charles L. FitzSimons, Madison
Louis Fritz, Endeavor
Allen S. Haukom, Mauston
Ben Hubbard, Babcock
Donald V. Jones, Wild Rose
Warren Jones, Wild Rose
Paul S. Kennedy, Watertown
Clare Lindquist, Madison
Earl L. Loyster, Middleton
Allen McVey, Beaver Dam
Russell J. Neugebauer, Madison
Leslie Neustadter, Camp Douglas
Paul Paap, Babcock
Alvin Roeske, Horicon
Marvin Roeske, Horicon
Armin Schwengel, Port Washington
Harold Shine, Poynette
Harold Steinke, Portage
Norman Stone, Grantsburg
Harry Stroebe, Black River Falls
James Wildner, Sauk City
Fred Zimmerman, Madison

Horicon Development Project

J.R. Smith (Leader), Horicon
Eric Berggren, Horicon
Franklin Burrow, Horicon
Leonard Herker, Horicon
James A. McPherson, Horicon
Harold Mathiak, Horicon
William E. Miescke, Horicon

Deer Research Project

Burton L. Dahlberg (Leader), Ladysmith
Ralph B. Hovind, Ladysmith
Beverly Merchant, Ladysmith

Food Habits Research Project

Bruce P. Stollberg, Poynette

Fox Research Project

Stephen H. Richards, Livingston

Game Management Section

Walter E. Scott (Leader), Madison
N.R. Barger, Madison
Otis Bersing, Madison

Game Research

Irven O. Buss (Leader), Madison
James Hale, Madison

Grouse Research

W.S. Feeney, Ladysmith

Pheasant Research Project

Frank M. Kozlik (Leader), Madison
Cyril Kabat (Assistant), Madison

Quail Census Project

Donald Thompson (Leader), Madison
Helmer Mattison (Assistant), Menomonie
Albert J. Gastrow, Prairie du Sac

Muskrat Research

Wayne Truax (Leader), Horicon
Felix A. Hartmeister, Ladysmith

Waterfowl Research

Ralph Hopkins, Horicon
Felix A. Hartmeister, Ladysmith
Frank H. King, Horicon

Game and Fur Farms

William H. Field, Beaver Dam

Central Wisconsin Conservation Area

James N. Fisher, Black River Falls
(Forest Area Supervisor)
William Kling, Black River Falls

Appendix F: 1947 Game Management Division Reorganization

New Administrative Areas (47 employees)

Area I

Area supervisor: Therman Deerwester

District 1

District manager: Norman Stone

Counties: Ashland, Bayfield, Douglas, Burnett, Washburn, and Sawyer

Tentative headquarters: Grantsburg

District 2

District manager: James F. Wildner

Counties: Barron, Polk, St. Croix, Dunn, Pierce, and Pepin

Tentative headquarters: Menomonie

Districts 3 and 4

District manager: Harry Stroebe

Counties, District 3: Price, Rusk, Chippewa, Taylor, Clark, and Eau Claire

Counties, District 4: Jackson, Trempealeau, Buffalo, La Crosse, and Monroe

Tentative headquarters: Black River Falls

District 5

District manager: Vacant

Counties: Adams, Juneau, Vernon, Sauk, Richland, and Crawford

Tentative headquarters: Reedsburg

District 6

District manager: Harold A. Steinke

Mazomanie station and warehouse: Louis Fritz (conservation aid)

Counties: Columbia and Dane

Tentative headquarters: Portage

District 7

District manager: Clarence R. Benkert

Counties: Iowa, Grant, Lafayette, and Green

Tentative headquarters: Monroe

District 8

District manager: Russell J. Neugebauer

Counties: Rock and Walworth

Tentative headquarters: Janesville

Area II

Area supervisor: Harold Shine

District 9

District manager: Vacant

Counties: Waukesha, Racine, and Kenosha

Tentative headquarters: Waukesha

District 10

District manager: Paul S. Kennedy

Counties: Dodge and Jefferson and the Kettle Moraine Forest Units

Tentative headquarters: Watertown

District 11

District manager: Armin Schwengel

Counties: Sheboygan, Washington, and Ozaukee

Tentative headquarters: West Bend



Appendix F *(Continued)***Districts 12 and 13**

District manager: Earl L. Loyster

Assistant manager: Norbert Damaske

Counties, District 12: Door, Kewaunee, Brown, Calumet, Manitowoc, and Fond du Lac Counties, District 13: Waushara, Winnebago, Marquette, and Green Lake

Tentative headquarters: Chilton

District 14

District manager: Benjamin W. Hubbard

Counties: Marathon, Wood and Portage

Tentative headquarters: Wisconsin Rapids

District 15

District manager: Vacant

Counties: Marinette, Oconto, Shawano, Waupaca, and Outagamie

Tentative headquarters: Clintonville

District 16

District manager: Vacant

Counties: Florence, Forest, Vilas, Iron, Oneida, Lincoln, and Langlade

Tentative headquarters: Rhinelander

Duties and Responsibilities of District Managers

The 1947 *Clerical Manual* outlined the district manager's general duties as follows:

1. Compilation of an inventory of the public hunting and fishing ground possibilities in their district;
2. Acquisition by lease or purchase of lands suitable for public hunting and fishing grounds, including appraisal work and the taking of options;
3. The management of the lands so acquired in the interests of wildlife and the management of the wildlife assets on all other public lands constituting public hunting grounds;
4. Carrying out the commission's refuge program in their district;
5. Giving assistance in carrying out the deer yard and deer feeding program in all deer counties.

Refuges and Public Hunting Grounds Section personnel not assigned to field stations used home addresses as their work station:

H.T.J. Cramer (supervisor), Middleton; George Bachay, La Crosse; Fred Benson, Babcock; Paul Paap, Babcock; Bernard Bradle, Crandon; Dewey Connor, Portage; Kenneth Derr, Wisconsin Rapids; Donald Jones, Wild Rose; Warren Jones, Wild Rose; Allan McVey, Beaver Dam; Les Neustadter, Camp Douglas; Alvin Roeske, Horicon; Marvin Roeske, Horicon.

Horicon Marsh and the Central Wisconsin Conservation Area will not be affected by the district organization, but the Wood County Public Hunting Grounds will be included in District 14.

Other section staff responsible directly to Mr. Grimmer:

Central Office includes Walter Scott, Norval Barger, and Otis Bersing

Other field staff includes Allen Haukom, forester at Mauston; Fred R. Zimmerman, biologist II at Madison; Joseph P. Corbin, engineer at Horicon; C. L. FitzSimmons, administrative assistant I at Madison; William Field, game and fur farms, Beaver Dam;

George Curran, game manager II at Madison; Clare R. Lindquist, senior clerk at Madison; William Ozburn, game farm manager, Poynette, and Dr. A.M. McDermid, veterinarian pathologist, Poynette.

Horicon Marsh Development Project includes J.R. Smith (in charge), Eric Berggren, Franklin Burrow, Leonard Herker, James McPherson, Harold Mathiak, and William Miescke.

Central Wisconsin Conservation Area project includes James Fisher and William Kling. [Authors note: Personnel assigned to research projects noted in Appendix F are not mentioned in the reorganization.]

Wildlife Research Personnel (32 employees in 1949–50)

Madison (Central Office)

Irven Buss replaced by Cyril Kabat – Section chief

Madison (Nevin Hatchery)

Donald Thompson – Survey project
Charles Lemke – Survey project
Cyril Kabat – First pheasant project
Frank Kozlik – First pheasant project
C.D. Besadny – Second pheasant project
Eugene Woehler – Second Pheasant project
George Knutsen – Beaver and otter project
Dan Trainer, Jr. – Wildlife disease project
James Hale – Publications editor
Ruth Hine – Publications editor
Steve Richards – Fox project

Horicon

Larry Jahn – Waterfowl
Dick Hunt – Waterfowl
Al Rusch – Waterfowl
Harold Hettrick – Waterfowl
Jerry Hartz – Waterfowl
Harold Mathiak – Furbearers (transfer from the Horicon Development Project)
Arlyn Linde – Furbearers
Wayne Truax – Furbearers

Plainfield

Fred Hamerstrom – Grouse project
Francis Hamerstrom – Grouse project

Ladysmith

Bill Feeney – Deer project (employment terminated 5/11/49)
Burt Dahlburg – Deer project
Ralph Guettinger – Deer project
Bernard Bradle – Deer project (transfer from game management)
Art Doll – Deer project
Ralph Hovind – Grouse project
Jim Hale – Grouse project
John Keener – Grouse project
Robert Wendt – Grouse project
Robert Dorney – Grouse project



Appendix G:**Harvest Totals for Game Other Than Deer, 1940 & 1950**

Species	1940 Harvest	1950 Harvest
Cottontail	1,218,137	768,189
Squirrel	1,005,476	1,137,566
Snowshoe hare	93,012	154,428
Pheasant	482,516	414,487
Ruffed grouse	246,804	798,932 (closed 1945–47)
Hungarian partridge	39,082	48,919 (closed 1946)
Woodcock	6,172	22,791
Bobwhite quail	5,058	18,487
Sharptail/prairie chicken	77,872	66,851 (closed 1943–49)
All ducks	704,100	299,800
Canada geese	1,716	No estimate
Coot	171,672	151,983
Muskrats	495,258	296,772
Raccoon	13,685	34,313
Mink	20,818	19,537
Red fox	4,477	17,417
Gray fox	4,540	4,606
Beaver	5,592	13,146
Otter	188	497
Bobcat/lynx	180	525
Coyote/wolf	913	2,877
Badger	2,062	313
Weasel	20,987	13,280
Opossum	4,927	399
Skunk	50,669	3,735



Appendix H: Grimmer Award Recipients, 1956-2006

- 1956 Harold E. Shine
- 1957 James Bell
- 1958 Robert F. Wendt
- 1959 Stanley J. Plis
- 1960 Norman Stone
- 1961 Clifford Germain
- 1962 Armin Schwengel
- 1963 Clarence Benkert
- 1964 Leslie L. Neustadter
- 1965 Clifford B. Wiita
- 1966 John R. Berkhahn
- 1967-77 .. No awards granted
- 1978 Tom Hanson
- 1979 Bruce Gruthoff
- 1980 Lewis Meyer
- 1981 Steve Miller (Mgr.)
Glen Kloes (Tech.)
- 1982 Carl McIlquham (Mgr.)
Duane Ketter (Tech.)
- 1983 John Porter (Mgr.)
John Dunn (Tech.)
- 1984 Joe Haug (Mgr.)
- 1985 John Bergquist (Mgr.)
- 1986 John Olson (Mgr.)
Dick Nickoli (Tech.)
- 1987 Ron Nicklaus (Mgr.)
Bernie Smetana (Tech.)
- 1988 Tom Becker (Mgr.)
Lyman Lang (Tech.)
- 1989 Ron Eckstein (Mgr.)
Brian Buenzow (Tech.)
- 1990 Mike Gappa (Mgr.)
Wayne Besaw (Tech.)
- 1991 Pat Kaiser (Mgr.)
Roger Anderson (Tech.)
- 1992 Dale Katsma (Mgr.)
Mike Johnson (Tech.)
- 1993 Tom Howard (Mgr.)
Merle Ohnsorge (Tech.)
- 1994 Dave Evenson (Mgr.)
Paul Hainstock (Tech.)
- 1995 John Cole (Mgr.)
Steve Klock (Tech.)
- 1996 Sam Moore (Mgr.)
John Nelson (Tech.)
- 1997 Allan Crossley (Mgr.)
Gary Dunsmoor (Tech.)
- 1998 Kris Belling (Mgr.)
Greg Dahl (Tech.)
- 1999 Paul Brandt (Mgr.)
Rollie Felton (Tech.)
- 2000 Bill Ishmael (Mgr.)
Dennis Gengler (Tech.)
- 2001 Charles Killian (Mgr.)
James Robaidek (Tech.)
- 2002 Mike Foy (Mgr.)
Chuck Gatling (Tech.)
- 2003 Jim Jackley (Mgr.)
Tim Mella (Tech.)
- 2004 Tom Meier (Mgr.)
Al Cornell (Tech.)
- 2005 Mark Randall (Mgr.)
Darrel Hardy (Tech.)
- 2006 Tom Izaak (Mgr.)
Jerry Reetz (Tech.)



Appendix I:
1959 Game Management Division Personnel
(80 full-time employees)

Administration

- J.R. Smith – Division superintendent, Madison
- Frank King – Assistant division assistant, Madison
- John M. Keener – Administrative assistant, Madison
- Otis Bersing – Game manager, Madison

Game Management Section Personnel (63 employees)

Federal Aid

- Harold Jordahl – Federal aid coordinator, Madison
- Francis Cramer – Administrative assistant, Madison
- William Field – Supervisor, Game and Fur Farms
- Norval Barger – Game manager

Game and Fur Farm

- William Ozburn – Supervisor, Game and Fur Farm, Poynette
- Frank Esser – Game manager, Poynette
- George Grunke – Game manager, Poynette
- Emery Reardon – Game manager, Poynette
- George Resler, Jr. – Game manager, Poynette
- Anton Rinzel – Game manager, Poynette
- Walter Wild – Game manager, Poynette
- Hubert Wilson – Game manager, Poynette

Southern Area

- Harry Stroebe – Area supervisor, Madison
- Fred Zimmerman – Area biologist, Madison
- Alan Rusch – Assistant area biologist, Madison
- Therman Deerwester – District game manager, Poynette
- Kenneth Mills – Assistant district game manager, Poynette
- Clarence Benkert – District game manager, Monroe
- Lewis Myers – District game manager, Boscobel
- Earl Loyster – District game manager, Madison
- Raymond Kyro – Assistant district game manager, Janesville
- Paul Kennedy – District game manager, Watertown
- Allan McVey – District game manager, Delafield
- Clifford Germain – District game manager, Waterford

West Central Area

- Stanley DeBoer – Area supervisor, Black River Falls
- George Hartman – Area biologist, Black River Falls
- Robert Dreis – District game manager, Menomonie
- Donald Holl – District game manager, Black River Falls
- Albert Baldwin – Assistant district game manager, Black River Falls
- Benjamin Hubbard – District game manager, Babcock
- Oswald Matson – Assistant district game manager, Bancroft
- Stanley Plis – Assistant district game manager, Babcock
- Clarence Smith – District game manager, Viroqua

**Appendix J:
1964 Game Management Division and Research and Planning
Division Personnel (73 employees)**

Game Management Division Personnel (55 employees)

Administration

- J.R. Smith – Superintendent, Madison
- Frank King – Assistant superintendent, Madison
- George Hartman – Game biologist, Madison
- John Keener – Administrative assistant and federal aid coordinator, Madison
- Norval Barger – Game manager, Madison
- Otis Bersing – Game manager, Madison
- William Field – Land appraiser, Game and Fur Farm licenses
- F.R. Zimmerman – Land appraiser

Game and Fur Farm

- Norbert E. Damaske – Supervisor

Southern Area

- Harry Stroebe, Jr. – Supervisor, Madison
- Clarence Benkert – Game manager, Monroe District
- Therman Deerwester – Game manager, Poynette District
- Kenneth Mills – Assistant game manager, Poynette District
- Clifford Germain – Game manager, Waterford District
- Paul Kennedy – Game manager, Watertown District
- Ronald Nicotera – Assistant game manager, Watertown District
- Earl Loyster – Game manager, Madison District
- James Huntoon – Assistant game manager, Madison District
- Allen McVey – Game manager, Delafield District
- Lewis Meyers – Game manager, Boscobel District

West Central Area

- Stanley DeBoer – Supervisor, Black River Falls
- Robert Dreis – Game manager, Menomonie District
- Donald Holl – Game manager, Black River Falls District
- Rolland Nesbit – Assistant game manager, Black River Falls
- B.W. Hubbard – Game manager, Babcock District
- Oswald Mattson – Game manager, Sandhill Wildlife Area
- Raymond Kyro – Game manager, La Crosse District
- Clarence Smith – Game manager, Meadow Valley Wildlife Area

East Central Area

- W.C. Truax – Supervisor, Oshkosh
- James Bell – Game manager, Horicon District
- Ralph Hopkins – Game manager, Wautoma District
- Kent Klepinger – Game manager, Princeton Project
- Leslie Neustadter – Game manager, Plymouth District
- Rodney Bahr – Asst. Game manager, Plymouth district
- Jerome Rieckhoff, Game manager, Oshkosh District
- Armin Schwengel – Game manager, West Bend District
- Harold Shine – Game manager, Green Bay District
- Harold Steinke – Game manager, Wolf River Project

Northwest Area

- Burton Dahlberg – Supervisor, Spooner
- Donald Bublitz – Game manager, Brule District
- Franklin Haberland – Game manager, Spooner District
- Roger Amundson – Assistant game manager, Spooner District
- Norman Stone – Game manager, Grantsburg District
- Clifford Wiita – Game manager, Park Falls District
- Thomas Hansen – Assistant game manager, Park Falls District
- Lester Tiews – Game manager, Ladysmith District
- John Kubisiak – Assistant game manager, Ladysmith District (2/1/65)

Northeast Area

- Robert Wendt – Supervisor, Woodruff
- John Berkhahn – Game manager, Mead Wildlife Area
- Chester Botwinski – Assistant game manager, Mead
- Bernard Bradle – Game manager, Crandon District
- Duane Corbin – Game manager, Wausau District
- LeRoy Lintereur – Game manager, Marinette District
- Max Morehouse – Game manager, Antigo District
- Daniel Tyler – Game manager, Woodruff District

Research and Planning Division Personnel (18 employees)

Administration

- Donald Mackie – Superintendent, Madison
- Cyril Kabat – Assistant superintendent, Madison

Southern Area (Nevin Hatchery)

- James Hale – Chief game biologist
- Donald R. Thompson – Biometrician, surveys
- Allan Rusch – Biologist
- C.D. Besadny – Upland game biologist
- Edward Frank – Farm game habitat biologist
- Eugene Woehler – Farm game biologist

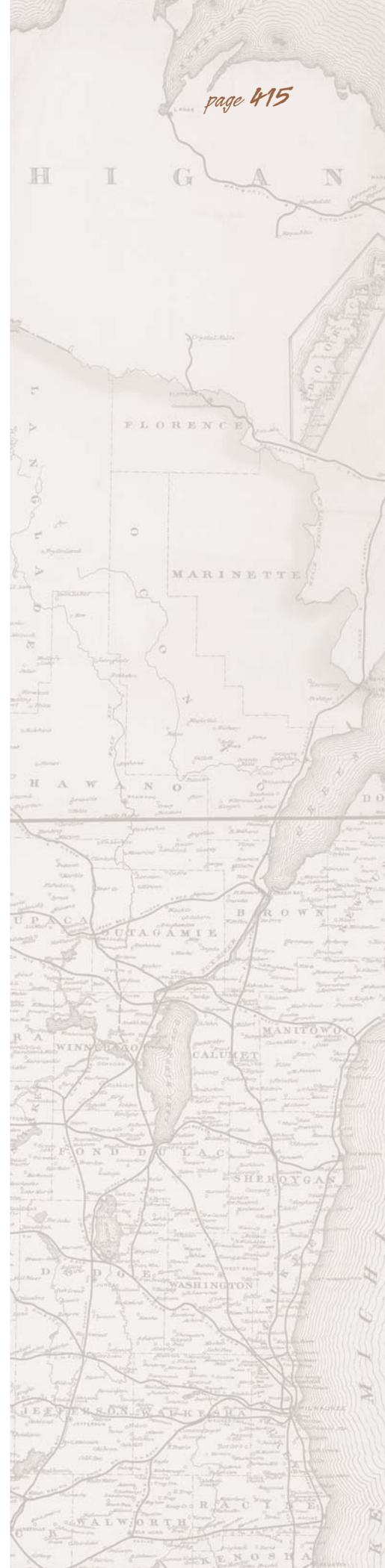
James March, Charles Pils, LeRoy Petersen, and Robert Dumke were added to the Southern Area later in the decade.

West Central Area

- William Creed – Deer biologist
- Keith McCaffery – Deer biologist
- Thomas Zapatka – Ruffed grouse biologist

East Central Area

- John Gates – Pheasant biologist
- Gary Ostrom – Pheasant biologist
- Richard Hunt – Waterfowl biologist
- Gerald Martz – Waterfowl biologist
- Arlyn Linde – Wetland habitat biologist
- Harold Mathiak – Furbearer biologist
- Fred Hamerstrom – Prairie grouse biologist



Appendix K: Commissioner Arthur R. MacArthur's Letter to Complainants

The first agency in Wisconsin which recognized that the increasing deer herd was doing drastic damage to its own range and also forest regeneration, was the U.S. Forest Service in the nineteen thirties. A short time later, a state forest supervisor, after an inspection trip in the Argonne district of the Nicolet National Forest, pointed out that it soon would be necessary to determine the number of deer which could be sustained safely on Wisconsin forest lands. It was during this period that widespread damage to the deer range, agricultural crops, and our new young forests became a matter of public concern.

Organized study of the problem began in Wisconsin in 1940. The conclusions reached at the time were the same as those which guide our thinking today. This can be summarized most simply by saying that unless properly harvested, deer numbers will reach such proportions that, literally, they "eat themselves out of house and home." Seasons more liberal than the standard buck season were required if deer range was to remain capable of continuously supporting a reasonable herd during the winter.

Early proposals for liberal seasons met with public resistance. During a 12-year period, in excess of one-half million dollars was spent in a vain attempt to feed our winter deer herd with hay—neither the deer nor the range benefited. During the same period, \$298,000 was spent for crop damage.

We had the first liberal deer season in 1943 when a split season was established. An estimated 128,000 deer were harvested. At that time, the public reaction was somewhat similar to that which we are experiencing in 1960. Some people believed the herd had been wiped out and never would recover. Others were of the opinion that a five-year closed season would be necessary to restore it; however, herd recovery was so spectacular that estimated buck kills from 1944 to 1948 were as follows:

1944 – 28,537
1945 – 37,527
1946 – 55,276
1947 – 53,520
1948 – 41,954

In the period from 1949–51, liberal seasons were established again, and the estimated harvests were:

1949 – 159,112
1950 – 167,911
1951 – 129,475

In this three-year period, in excess of 450,000 deer were utilized by Wisconsin hunters. Deer range in the central area recovered markedly, and some improvement occurred in the north. Buck seasons from 1952–56 harvested the following numbers of deer:

1952 – 27,504 estimated
1953 – 15,880 registered
1954 – 19,877 registered
1955 – 35,060 registered
1956 – 35,562 registered

The liberal seasons of 1949–51 demonstrated one clear fact with a state-wide season—easily accessible areas produced a heavy harvest, while in portions of the major northern range, harvest was less than adequate. In 1956, the Conservation Commission formally adopted a new deer policy which stressed these two major points:

1. Deer seasons should be established for designated areas rather than for the state as a whole.
2. Deer range improvement programs should be established as an integral part of the over-all management plan.

The Wisconsin Legislature recognized the problem in 1957 and authorized the party permit as a new deer management tool. This permit has been used successfully for a four-year period. Its popularity among deer hunters is attested to by the fact that some 240,000 of the 1959 hunters availed themselves of this privilege. In conjunction with the regular buck season, it has been responsible for a harvest of 328,000 deer.

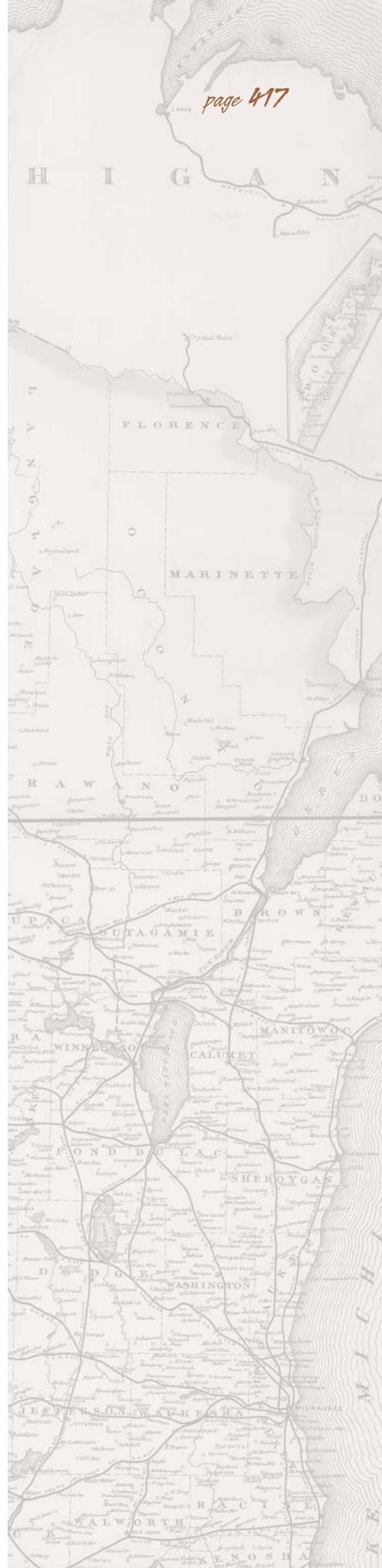
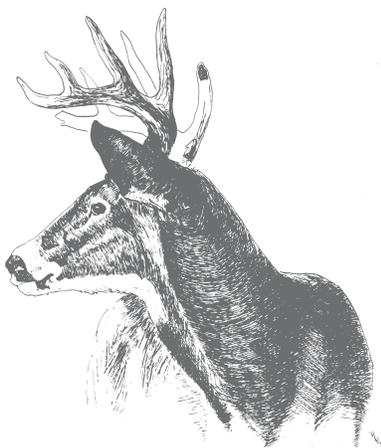
The Commission has attempted consistently to establish seasons which attract hunters to those areas of the state where herd reduction was needed most. Similarly, seasons in the west and east-central portions have been restricted as proper stabilization of the herd has been attained. In 1959, Vilas County was restricted to buck hunting only because of the consistently high harvest in that area. It certainly can be expected that additional areas in the state will be restricted to a buck harvest when we believe the herd is reduced to the point where the range is not in danger of immediate damage.

In comparing the four preceding party-permit seasons with the three years of more liberal seasons from 1949–51, we can say that we are in much better condition than we were in 1951. We now have:

1. Northwest – herd of good numbers, stabilized in some areas
2. Northeast – a stabilized herd except for a few areas
3. West-central – a sizable herd
4. East-central – a stabilized, but rapidly increasing herd
5. Mississippi River – a good-sized, highly productive herd
6. South – stabilized in most areas

Almost ever major deer state has had experience with the deer problem similar to Wisconsin's. Different approaches are used to increase the harvest. Minnesota has had open any-deer seasons for many years. Michigan has a controlled hunt on a permit basis. New York copied the Wisconsin party permit plan, and we are waiting to hear the results under their first such season in 1960.

If you are interested in studying the subject further, we recommend *The White-tailed Deer in Wisconsin*, which can be obtained at your local library. We would be pleased also to make arrangements for you to accompany department personnel on their inspection of winter yarding areas in the north when severe winter conditions develop.



Appendix L:**1969–1984 Game/Wildlife Management Personnel****1969 Game Management Bureau Personnel** (8–10 employees)

John Keener, Director
 Frank King, Deputy director
 Frank Haberland, Big game specialist (aka supervisor)
 Edward Frank, Farm game specialist
 William Field, Land appraiser, supervisor of private game and fur farms
 Norbert Damaske, Poynette Game Farm
 Norval Barger, General administration
 Kent Klepinger, Operations (land acquisition and regulations)

Staff Changes through 1976

Game managers Cliff Wiita and Robert Wendt served brief stints on staff but returned to the field. Fred Zimmerman worked under Bill Field as a land appraiser but transferred to the Bureau of Real Estate in 1971 and then retired in 1976. Field transferred to the Bureau of Real Estate in the early 1970s and retired in 1974 (Field continued to work as an LTE in the Bureau of Real Estate from September 1974 to January 1976).

Game manager Les Neustadter joined the bureau staff as the land acquisition and regulations chief when Kent Klepinger became assistant administrator for the Division of Forestry, Wildlife, and Recreation in 1972. Neustadter returned to the field about six months later and was replaced by Dan Owen, the former Columbia County game manager. Barger retired in December 1973.

All these events occurred from 1973 through 1975: The Game Management Bureau title changed to Fish and Wildlife Management Bureau. John Keener left the bureau to direct the Office of Inland Lakes, and John Brasch became acting Fish and Game Bureau director. Kent Klepinger returned and became acting Wildlife Section chief, Frank King retired, and Southeast District game manager, Ronald Nicotera, was added to the staff in August 1974 under the new title of waterfowl and nongame specialist. Dan Owen ended his own life in 1975 (the vacated staff position was temporarily filled by new trainee Tom Niebauer for a few months). Keener returned late in 1975 and competed for the director position after Brasch returned to the district.

Staff Changes through 1983

The bureau was restored to a single function in 1976, and Keener became director again. Big game supervisor, George Hartman, transferred to the Bureau of Finance in 1976 to become the federal aid coordinator and retired in 1977. Madison Area game manager David Gjestson filled Dan Owen's former position as acquisition and regulations specialist in July 1976. Niebauer became the wildlife manager at Spring Green that year but returned to Madison as Pittman-Robertson coordinator when George Hartman retired in 1977.

Other staff additions during Keener's tenure included the 1977 hiring of Diana Hallett, the state's first female wildlife manager. Ed Frank worked in the Bureau of Planning and Analysis in 1977 but remained on the Wildlife Management Bureau staff.

Other new staff included Harry Libby (from Hayward area game manager to program analyst, August 1978), Lynn Hanson (new trainee, August, 1978), John Wetzal (from Southeast District wildlife supervisor to wetlands wildlife specialist, January 1979),

Charles Pils (from research biologist to furbearer specialist, September 1980), Terry Amundson (new hire as fish and wildlife disease specialist, May 1981), and Doris Rusch (new hire as comprehensive planner, September 1982).

Nicotera was promoted to assistant division administrator in 1978 and became Endangered Resources Bureau director in 1983. Kent Klepinger took a lateral promotion to Bureau of Research director in 1981. Ed Frank resumed his full-time duties as upland wildlife specialist in 1983.

1984 Wildlife Field Personnel (56 employees)

John Keener and Kent Klepinger hired 30 wildlife managers in the 1970s, ironically the same number of game managers hired in 1946–47 when the title and field organization were first created. All but one of the 1970s group had a master's degree, creating a new generation of highly educated professionals.

Personnel entering the field during and after the 1970s typically competed against 100 or more applicants with multiple openings attracting over 300 applications. Those hired during the 1970s included Carl Batha, Tom Becker, Paul Brandt, Jon Bergquist, Tom Meier, Bill Meier, Pat Kaiser, Bruce Folley, Ned Norton, Tom Nigus, Tom Smith, Mark Anderson, Diana Hallett, Dale Katsma, Tom Bahti, Jim Kier, David Evenson, Tom Howard, Terry Valen, Paul Kooiker, Ron Nicklaus, Bill Ritchie, John Cole, Joe Haug, Phil Vandershagen, Ron Eckstein, Sam Moore, John Olson, Steve Miller, Pat Savage, and Fred Strand.

Southern District

Carl Batha – District wildlife staff specialist, Madison
Lewis Myers – Area manager, Dodgeville (retired in February 1984)
Thomas Hansen – Work unit manager, Berlin
Paul Brandt – Manager, Boscobel
C. Glen Eveland – Area manager, Horicon
Tom Nigus – Manager, Horicon
Jon Bergquist – Area manager, Madison
Thomas Hauge – Manager, Spring Green
Pat Kaiser – Manager, Poynette
Bruce Folley – Manager, Newville
Douglas Fendry – Manager, Jefferson
Lynn Hanson – Game Farm supervisor

Southeast District

Tom Smith – District wildlife staff specialist, Milwaukee
Armin Schwengel – Manager, West Bend
Thomas Becker – Manager, Burlington
Mark Anderson – Manager, Eagle
Dale Katsma – Manager, Plymouth
Tom Howard – Manager, Hartford (to Dodgeville later in 1984)

Lake Michigan District

James Raber – District wildlife staff specialist, Green Bay
Roger Amundson – Manager, Marinette
Daniel Olson – Area manager, Green Bay
Gary Jolin – Area manager, Oshkosh
Richard Johnson – Manager, Two Rivers
Thomas Bahti – Manager, Shawano
Adrian Wydeven – Manager, Appleton
John Dunn – Manager, Oshkosh



The Gamekeepers

Appendix L (Continued)

West Central District

Terry Valen – District wildlife staff specialist, Eau Claire
 Raymond Kyro – Area manager, La Crosse
 Rodney Bahr – Area manager, Eau Claire
 Rolland Nesbit – Manager, Eau Claire
 Eugene Kohlmeyer – Area manager, Black River Falls
 Ronald Nicklaus – Mississippi River biologist, La Crosse
 Cindy Swanberg – Manager, Baldwin
 David Linderud – Manager, Alma
 John Cole – Manager, Menomonie
 Michael Gappa – Manager, Neillsville

Northwest District

Bruce Moss – District wildlife staff specialist, Spooner
 Clifford Wiita – Area manager, Park Falls
 Donald Bublitz – Area manager, Brule
 John Porter – Manager, Barron
 Frank Vanecek – Manager, Ladysmith
 Sam Moore – Manager, Hayward
 John Olson – Manager, Mercer
 Patrick Savage – Manager, Spooner
 Fred Strand – Manager, Brule
 David Evenson – Area manager, Cumberland
 James Hoefler – Interpretive wildlife manager, Crex Meadows
 Paul Kooiker – Manager, Grantsburg

North Central District

Arlyn Loomans – District wildlife staff specialist, Rhinelander
 Thomas Meier – Project manager, Mead
 Chester Botwinski – Area manager, Woodruff
 Carl McIlquam – Area manager, Antigo
 Joseph Haug – Area manager, Wisconsin Rapids
 William Meier – Manager, Merrill
 Ronald Eckstein – Manager, Rhinelander
 Ned Norton – Superintendent, Sandhill Project

1984 Wildlife Research Personnel (19 employees)

Robert Dumke – Wildlife Section leader
 Bill Creed – Forest wildlife group leader
 Keith McCaffery – Deer
 Bruce Kohn – Bear
 Larry Gregg – Woodcock
 John Kubisiak – Ruffed grouse
 Jim Ashbrenner – Technician
 LeRoy Petersen – Farmland wildlife group leader
 Rich Henderson – Biologist
 Rich Kahl – Biologist
 Ron Gatti – Biologist
 Bill Vander Zouwen – Biologist
 Jim Evrard – Biologist
 Bruce Bacon – Biologist
 Dick Hunt – Wetland wildlife group leader
 Bill Woehler – Biologist
 Gerald Bartelt – Biologist
 Larry Vine – Biologist
 Madell Jackson – Biologist

Appendix M: Wildlife Management Policy

NR 1.015 The management of wildlife; preamble.

(1) The conservation act (s. 23.09(1), Stats.) requires the department of natural resources to provide an adequate and flexible program for the protection, development, and use of forests, fish and game, lakes, streams, plant life, flowers, and other outdoor resources in the state. Specific authorities and missions of the department for wildlife protection and use besides the general authority are:

- (a) Protect and manage nongame species, particularly endangered, threatened, and uncommon species;
- (b) Acquire and lease lands;
- (c) Conduct research and surveys;
- (d) Establish long-range resource management plans and priorities;
- (e) Manage wildlife habitat on public land;
- (f) Provide regulations to govern the harvest of game species and furbearing animals;
- (g) Establish resource management information and education programs; and
- (h) Propagate wildlife.

(2) The primary goal of wildlife management is to provide healthy life-systems necessary to sustain Wisconsin's wildlife populations for their biological, recreational, cultural, and economic values. Wildlife management is the application of knowledge in the protection, enhancement, and regulation of wildlife resources for their contribution toward maintaining the integrity of the environment and for the human benefits they provide.

[Author's note: Other text describes Board goals, scope, and direction.]

NR 1.11 General. The natural resources board:

- (1) Endorses the concepts and principles of professional wildlife management....
- (2) Recognizes that effective policy implementation requires the input and support of an informed public...
- (3) Recognizes the need to strengthen the educational efforts of the department....
- (4) Endorses the concepts of comprehensive wildlife planning....
- (5) Recognizes that regulation of certain human activities is an integral and necessary part....
- (6) Endorses the development and adoption of stronger regulatory measures....
- (7) Supports the maintenance of ecological diversity and health and will do everything in its power to protect and maintain free-living species of wildlife....
- (8) Supports the management of game species and habitat....
- (9) Supports the regulated use of wildlife for human benefits....
- (10) Supports efforts to foster and promote the voluntary conservation of wildlife habitat on private lands....
- (11) Recognizes that private use of Wisconsin's protected wildlife is appropriate provided that use for educational, recreational, scientific, or economic purposes does not deleteriously affect native or migratory wildlife....
- (12) Strongly encourages the use of well-trained hunting dogs in the pursuit and retrieval of game....

[Author's note: The balance of the policy addresses habitat management and harvest for migratory game birds, small game mammals, upland game birds, big game mammals, and furbearers as well as special nongame and captive wildlife policies.]



Appendix N: 1984–1992 Wildlife Management Personnel

(Staff changes and new Wildlife Research personnel also shown)

1984 Wildlife Management Bureau Personnel (10 employees)

When Steve Miller became bureau director in 1984, the bureau staff included:

- Frank Haberland – Forest Wildlife Section
- Edward Frank – Farmlands Wildlife Section
- David Gjestson – Operations Section
- Harry Libby – Program Analyst Section
- John Wetzel – Migratory bird specialist
- Terry Amundson – Wildlife health specialist
- Doris Rusch – Comprehensive planner
- Tom Hauge – Animal Damage specialist
- Maggie Gafney – Program secretary

Staff Changes

The first significant staff change occurred in May 1984 when fish and wildlife funds were combined to hire Susan Marcquenski as a fish disease technician and a staff assistant to Dr. Amundson. Dr. Terry Amundson was killed in an automobile accident in western Dane County in 1987, and his position was vacant until 1988 when Dr. Sarah Shipiro Hurley was hired.

Mississippi River biologist Ron Nicklaus resigned and took a position with Ducks Unlimited in September 1987. John Wetzel transferred to La Crosse to replace Nicklaus. Attorney Tim Andryk joined the staff in 1986 as an LTE and served as the acting migratory bird specialist from September 1987 to June 1988. Jon Bergquist became the migratory bird specialist in July 1988.

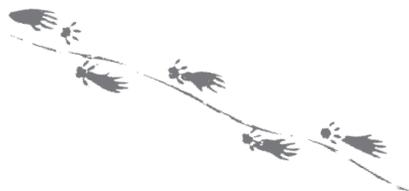
After a short stint as division planner from July to December 1988, Tim Andryk became the comprehensive planner (budget and personnel) for the bureau from January 1989 to January 1993.

A new agricultural and rural lands specialist position was created in 1988 and was filled by Todd Peterson. Dr. Mary Kay Judd (later Salwey) was also hired in 1988 as the new statewide wildlife education coordinator. Comprehensive planner Doris Rusch transferred to the Southern District as Madison area wildlife manager in 1989.

In addition to Ron Nicklaus, several other wildlife managers were attracted to the Ducks Unlimited organization: Bill Ritchie, Bruce Gruthoff, Dan Olson, and John Porter. Bob Dries joined the Ruffed Grouse Society staff at the end of his career.

The staff was reorganized under a section leader arrangement in 1989 with Tom Hauge promoted to lead Public Services, Chuck Pils promoted to lead Upland Wildlife Ecology, and Harry Libby promoted to lead User Programs. Dave Gjestson transferred to become the project coordinator for the newly established Lower Wisconsin State Riverway that same year.

Frank Haberland retired in 1989, and the position remained vacant for the balance of the year. Laine Stowell was hired in June 1990 as the wildlife damage specialist. Ed Frank retired in 1991 and was replaced by Bill Vander Zouwen.



1988 Wildlife Management Field Personnel (58 employees)

Southern District

- Carl Batha – District staff specialist, Madison
- C. Glen Eveland – Area wildlife manager, Horicon
- Tom Nigus – Wildlife manager, Horicon
- Tom Hansen – Work unit manager, Berlin
- Pat Kaiser – Wildlife manager, Poynette
- Alan Crossley – Dodge County Private Lands Project, Horicon
- Lynn Hanson – Game Farm supervisor, Poynette
- Don Bates – Game Farm Operations supervisor, Poynette
- Jon Bergquist – Area wildlife manager, Madison
- Bruce Folley – Wildlife manager, Newville
- Doug Fendry – Wildlife manager, Jefferson
- Tom Howard – Area wildlife manager, Dodgeville
- Genny Fannucchi – Wildlife manager, Spring Green
- Paul Brandt – Wildlife manager, Boscobel

Southeast District

- Tom Smith – District staff specialist, Milwaukee
- Tom Becker – Wildlife manager, Burlington
- Mark Anderson – Wildlife manager, Eagle
- Dale Katsma – Wildlife manager, Plymouth
- Bill Ishmael – Wildlife manager, Pike Lake

Lake Michigan District

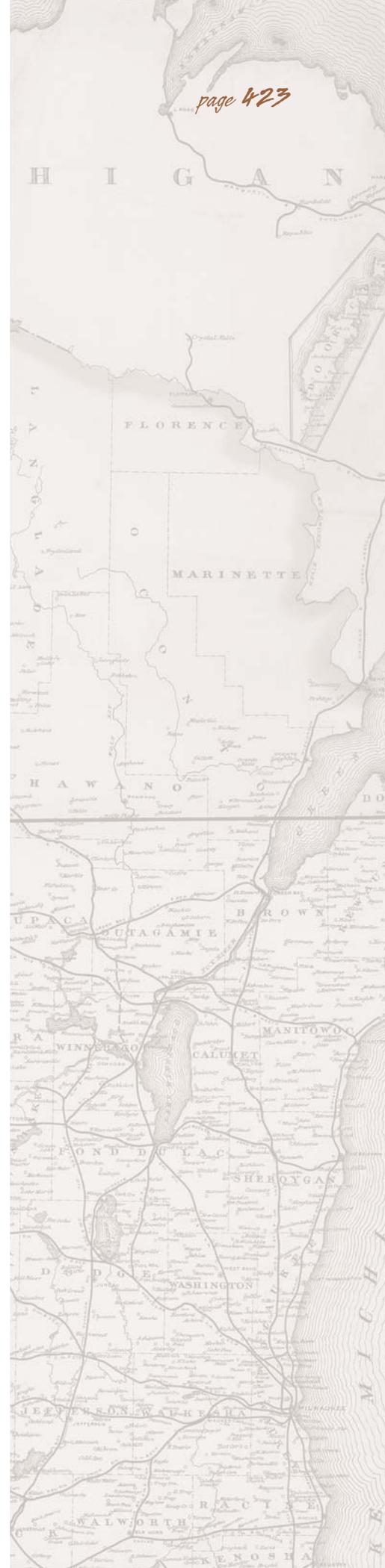
- James Raber – District staff specialist, Green Bay
- Tom Bahti – Area wildlife manager, Green Bay
- Michael Foy – Private lands manager, Green Bay
- Gary Jolin – Area wildlife manager, Oshkosh
- John Dunn – Wildlife manager, Oshkosh
- Kris Belling – Wildlife manager, Appleton
- Roger Amundson – Area wildlife manager, Marinette
- Adrian Wydeven – Wildlife manager, Shawano
- Tim Grunewald – Wildlife manager, Point Beach

West Central District

- Terry Valen – District staff specialist, Eau Claire
- Rodney Bahr – Area wildlife manager, Eau Claire
- Rolland Nesbit – Wildlife manager, Eau Claire
- Raymond Kyro – Area wildlife manager, La Crosse
- John Wetzel – Mississippi River biologist, La Crosse
- Cindy Swanberg – Wildlife manager, Baldwin
- John Cole – Wildlife manager, Menomonie
- Eugene Kohlmeyer – Area wildlife manager, Black River Falls
- David Linderud – Wildlife manager, Alma
- Michael Gappa – Wildlife manager, Neillsville

North Central District

- Arlyn Loomans – District staff specialist, Rhinelander
- Chester Botwinski – Area wildlife manager, Woodruff
- Ronald Eikstein – Wildlife manager, Rhinelander
- Carl McIlquham – Area wildlife manager, Antigo
- William Meier – Wildlife manager, Merrill
- Thomas Meier – Wildlife manager, Mead Wildlife Area



The Gamekeepers

Appendix N *(Continued)*

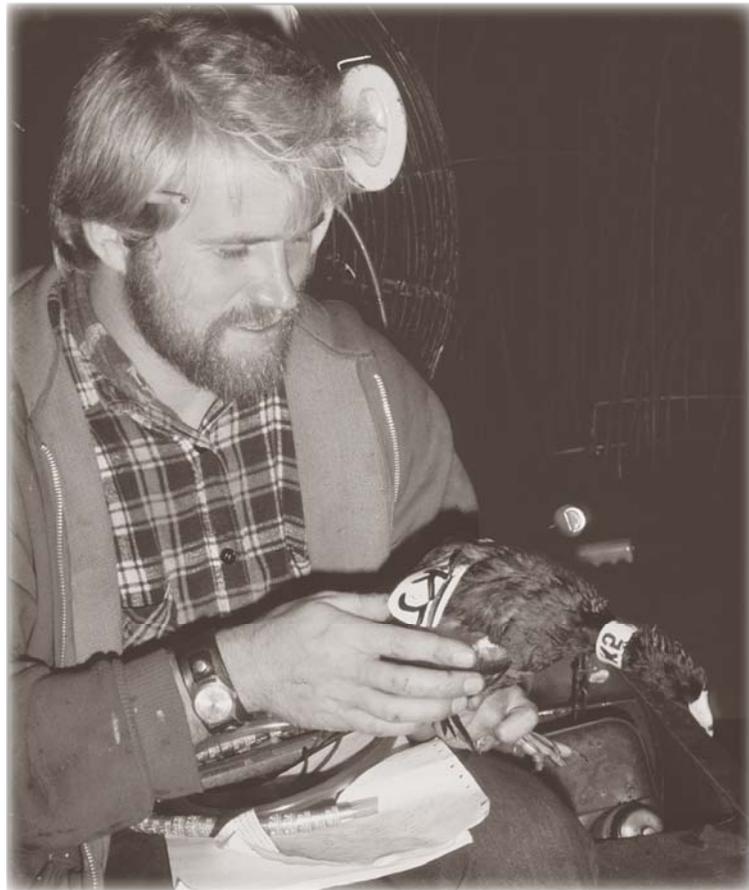
Joseph Haug – Area wildlife manager, Wisconsin Rapids
Ned Norton – Superintendent, Sandhill Project
James Kier – Wildlife manager, Friendship

Northwest District

Bruce Moss – District staff specialist, Spooner
Patrick Savage – Wildlife manager, Spooner
Clifford Wiita – Area wildlife manager, Park Falls
Sam Moore – Wildlife manager, Park Falls
Donald Bublitz – Area wildlife manager, Brule
Fred Strand – Wildlife manager, Brule
John Olson – Wildlife manager, Mercer
David Evenson – Area wildlife manager, Cumberland
John Porter – Wildlife manager, Barron
Paul Kooiker – Wildlife manager, Grantsburg
James Hoefler – Interpretive wildlife manager, Crex Meadows Wildlife Area

New Wildlife Research Personnel (added after 1984)

Mike Mossman, Brian Dhuey, Robert Rolley, Susan Gilchrist, Dave Sample, David Milladenoff, Karl Marten, Tim Van Deelen, Amber Roth, Mike Meyer, John Hoff, Neal Paisley



Appendix O: 2005 Wildlife Management Personnel

(2006 additions identified where possible)

Wildlife Management Bureau Personnel

(24 permanent staff and 10 LTEs)

Director's Office Section

Tom Hauge – Director
Jane Riley – Budget assistant
JoAnne Farnsworth – Administrative policy coordinator
Tim Weiss – Information systems data coordinator
Matt Verdon – CWD Integrated Team coordinator
Erin Williams – CWD Integrated Team support technician
Tia Kropf – Web manager/GIS coordinator (LTE)
Kurt Thiede – Regulations policy and outreach coordinator
Bob Ramsey – Program assistant (LTE)

Public Service and User Program Section

Todd Peterson – Section chief

Wildlife Health Program

Julia Langenberg – Wildlife veterinarian (senior)
Simon Hollamby – Wildlife veterinarian (senior)
Sean Strom – Wildlife toxicologist
Becca Sanghvi – Wildlife health technician (LTE)
Tricia Fry – CWD assistant (Black Earth)
Nancy Businga – Wildlife health assistant (LTE-Monona Research)

Wildlife Damage Program

Vacant – Wildlife damage specialist
Laurie Fike – Wildlife damage assistant

Urban Wildlife Program

Ricky Lien – Urban wildlife biologist (Plymouth)

Wildlife and Landscape Ecology Section

Bill Vander Zouwen – Section chief

Migratory Game Program (ducks and geese)

Kent Van Horn – Migratory game bird specialist
Allison Oberc – Migratory game bird assistant (LTE)

Wetland Habitat Program

Tim Grunewald – Wetland habitat coordinator
Michele Cipiti – Wetland habitat assistant (LTE)

Big Game Program (Deer, Bear, Elk)

Keith Warnke – Deer and bear ecologist
Brad Koele – Deer and bear ecologist assistant (LTE)
Kari Lee-Zimmerman – Deer and elk ecologist assistant (LTE)

Furbearer Program

John Olson – Furbearer specialist (Ashland)
Jolene Kuehn – Furbearer ecologist assistant (LTE)

Wildlife Education Program

Mary Kay Salwey – Wildlife education specialist (Alma)



The Gamekeepers

Appendix O *(Continued)*

Upland Wildlife Section (turkey, grouse, doves, pheasants, and misc.)

Dr. Scott Hull – Upland wildlife/outdoor heritage specialist (assigned 2006)

Andrea Mezera – Upland wildlife ecologist assistant (LTE)

Wisconsin Bird Conservation Program

Andy Paulios – WBCI coordinator

Yoyi Steele – WBCI specialist

Wildlife Management Field Personnel

(77 biologists and 57 technicians)

South Central Region

Carl Batha – Regional wildlife supervisor

Allan Crossley – Wildlife biologist (CWD statewide coordinator)

Mike Foy – Wildlife biologist

Maureen Rowe – Wildlife biologist

Heidi Hayes – Wildlife technician

Bruce Folley – Wildlife biologist

Brian Buenzow – Wildlife technician

Bill Ishmael – Wildlife biologist (Western Area supervisor)

Allen Cornell – Wildlife technician

Fletcher Flansburgh – Wildlife technician

Bryan Woodbury – Wildlife biologist (assigned 2006)

Pat Kaiser – Wildlife biologist

Charles Killian – Wildlife biologist

Doug Fendry – Wildlife biologist (Eastern Area supervisor)

William Volkert – Natural resources educator

Lynn Hanson – Wildlife biologist (private lands)

Deb Weidert – Wildlife technician

Dan Weidert – Wildlife technician

Al Ramminger – Wildlife technician

Don Bates – Wildlife biologist (CWD Operations)

Sara Kehrli – Wildlife biologist (CWD Operations)

Nancy Frost – Wildlife biologist (CWD Operations)

Bob Nack – Game Farm supervisor (assigned 2006)

Anna Delany – Wildlife technician (Game Farm)

Tom Gilles – Wildlife technician (Game Farm)

Mark Frank – Wildlife technician (Game Farm)

Airling Gunderson – Wildlife technician (Game Farm)

Phil Lehman – Wildlife technician (Game Farm)

Jim Wipperforth – Wildlife technician (Game Farm)

Rebecca Rudolph – Wildlife biologist (assigned 2006)

Brenda Hill – Wildlife biologist (also NER Habitat Restoration Area)

Eric Lobner – Wildlife biologist (also NER Habitat Restoration Area)

Southeastern Region

Vacant – Regional wildlife supervisor

Tami Ryan – Wildlife biologist (area wildlife supervisor/CWD)

Missy Sparrow-Lien – Wildlife biologist

Tom Isaac – Wildlife biologist

Edward Eilert – Wildlife technician

Dale Katsma – Wildlife biologist

Steve Klock – Wildlife technician

Angela Rusch – Wildlife technician

Brian Glenzinski – Wildlife biologist

Southeastern Region (Continued)

Marty Johnson – Wildlife biologist
Craig Kopacek – Wildlife technician
Paul Hainstock – Wildlife technician
Tanya Meives – Wildlife technician (LTE)
Chuck Gatling – Wildlife technician

West Central Region

Bob Michelson – Regional wildlife supervisor
Tim Babros – Area wildlife supervisor
John Dunn - Wildlife biologist
Michele Windsor – Wildlife biologist
Scott Krultz – Wildlife technician (assigned 2006)
Kris Belling – Wildlife biologist (supervisor)
Harvey Halvorsen – Wildlife biologist
Michael Soergel – Wildlife technician
Chad Morgan – Wildlife biologist
Kris Johansen – Wildlife technician (wildlife biologist in 2006)
Mark Anderson – Wildlife biologist
John Nelson – Wildlife technician
Dave Matheys – Wildlife biologist
David Wyman – Wildlife technician
Tom Meier – Wildlife Biologist (supervisor)
Anthony Geiger – Wildlife technician
Brian Peters – Wildlife technician
Tom Meier – Wildlife biologist
Rick Weide – Wildlife biologist
Jon Robaidek – Wildlife technician
James Keir – Wildlife biologist
Greg Dahl – Wildlife biologist (supervisor)
Kenyon Rosenthal – Wildlife technician
Gary Wolf – Wildlife technician
Wayne Hall, Jr. – Wildlife biologist
Brian Markowski – Wildlife technician
R. Neil Paisley – Wildlife biologist (Sandhill team leader)
Richard Greene – Wildlife technician
Dick Thiel – Wildlife biologist (outdoor skills coordinator)
Carrie Milestone – Wildlife technician
Ron Lichtie – Wildlife biologist
Darrel Hardy – Wildlife technician

Northeastern Region

Tom Bahti – Regional wildlife supervisor
Aaron Buchholz – Wildlife biologist
Dick Nikolai – Wildlife biologist
John Huff – Wildlife biologist
Kay Brockman-Mederas – Wildlife biologist
James Robaidek – Wildlife technician
Jim Holzwart – Wildlife biologist
Jerry Reetz – Wildlife technician
Steve Hoffman – Wildlife biologist
Aaron McCullough – Wildlife technician
Tom Nigus – Wildlife biologist (Fox-River Area supervisor)
Paul Samerdyke – Wildlife biologist
Jim Tomasko – Wildlife technician (Facilities and Lands Bureau)
Karl Kramer – Wildlife technician (Facilities and Lands Bureau)
Mark Randall – Wildlife biologist



Appendix O *(Continued)*

- Tim Lizotte – Wildlife biologist (also SCR Habitat Restoration Area)
- Jeff Pritzl – Wildlife biologist
- Kyle Christenson – Wildlife technician (assigned 2006)
- Tim Mella – Wildlife technician
- Ellen Barth – Wildlife biologist (Lakeshore Area supervisor)
- Steve Easterly – Wildlife technician (assigned 2006)
- Jeff Lang - Wildlife technician
- Josh Jacl – Wildlife technician (assigned 2006)

Northern Region

- Mike Zeckmeister – Regional wildlife supervisor
- Paul Kooiker – Wildlife biologist (supervisor)
- Gary Dunsmoor – Wildlife technician
- Ron Eckstein – Wildlife biologist
- Patrick Coffen – Wildlife technician
- Eric Borchert – Wildlife technician
- Fred Strand – Wildlife biologist (supervisor)
- Michael Winski – Wildlife technician
- Richard Wissink – Wildlife biologist
- Patrick Rominski – Wildlife technician
- James Hoefler – Wildlife biologist (educator)
- Mary Griesbach – Wildlife technician
- Greg Kessler – Wildlife biologist
- Bruce Bacon – Wildlife biologist
- Pat Beringer – Wildlife biologist
- Laine Stowell – Elk biologist
- Lowell Tesky – Wildlife technician
- Adrian Wydeven – Mammalian ecologist
- Christian Cold – Wildlife technician
- Linda Winn – Wildlife biologist
- Todd Naas – Wildlife Biologist
- Nancy Christel – Wildlife biologist
- Peter Engman – Wildlife biologist (wildlife properties supervisor)
- Eric Mark – Wildlife biologist (NAWCA project biologist in 2006)
- Kevin Morgan – Wildlife biologist
- Randy McDonough – Wildlife technician
- Chuck McCullough – Wildlife biologist (supervisor)
- Mark Schmidt – Wildlife biologist
- Dave Lindsley – Wildlife technician
- Ken Rued – Wildlife technician
- Robert Hanson – Wildlife technician (assigned 2006)
- Paul Petersen – Wildlife technician (assigned 2006)
- Michelle Carlisle – Wildlife biologist (assigned 2006)
- Ken Jonas – Area wildlife supervisor
- Jeremy Holtz – Florence Natural Resources Center (assigned 2006)
- Kyle Anderson – Wildlife technician (assigned 2006)

Wildlife Research Personnel

Listings by the agency only identify the entire Sciences Services Bureau personnel. Titles used preclude isolating individuals with wildlife research responsibilities.



The Gamekeepers

Appendix P *(Continued)*

- 1930** Estimated kill is 23,000, with 70,284 deer tags sold.
- 1931** No open season.
- 1932** Deer tag price is raised to \$1; estimated kill is 36,009, with 70,245 deer tags sold.
- 1933** No open season; Conservation Congress, an advisory group representing public opinion registered at annual county hearings, begins to assist the Conservation Commission in establishing a deer management policy.
- 1934** First bow deer season; estimated gun kill is 21,251, with 83,939 deer tags sold.
- 1935** No open season.
- 1937** Shortest deer season on record, three days.
- 1938** Use of .22 rifle and .410 shotgun prohibited.
- 1939** Licensed children between ages 12 and 16 must be accompanied by parent or guardian; buckshot prohibited statewide.
- 1941** Deer predators rare, timber wolves nearing extinction; estimated gun kill is 40,403, with 124,305 deer tags sold.
- 1942** Back tags required while deer hunting.
- 1943** First doe and fawn season in 24 years.
- 1945** First year of “shotgun only” counties; wearing red clothing required while hunting deer.
- 1950** First “any deer” season since 1919; estimated gun kill is 167,911, with 312,570 deer tags sold.
- 1951** Deer hunting license and tag cost \$2.50; orange clothing now included under red clothing law; Wisconsin leads nation in whitetail deer kill for third consecutive year.
- 1953** First season gun deer hunters required to register deer at checking station.
- 1954** Two-thirds of bucks harvested are less than three years old; portions of Walworth and Waukesha counties and all of Jefferson County open for the first time since 1906.
- 1956** 100th established gun-deer season; registered gun kill is 35,562, with 294,645 deer tags sold.
- 1957** Legislature authorizes party permit.
- 1958** Longest deer season since 1916, 16 days; Rock County open for the first time since 1906; first harvest by deer management unit (in northwest and northeast only); registered gun kill is 95,234, of which 44,987 taken by party permit; 335,866 deer tags and 58,348 party permits sold, respectively.
- 1959** First statewide deer registration by unit; Game Management Division of Conservation Department assumes responsibility for coordinating the state’s deer program; first open season in Kenosha County since 1906.
- 1960** Hunter not permitted to buy a license after opening day of gun season; Green and Racine Counties open for the first time since 1906; all counties now open except Milwaukee; registered gun kill is 61,005, of which 25,515 taken by party permit; 338,208 deer tags and 47,522 party permits sold, respectively.
- 1961** Resident big game license increased from \$4 to \$5; first use of SAK – sex-age-kill population-reconstruction technique for estimating deer numbers; hunters required to transport deer openly while driving to registration station; legislation authorizing unit specific quotas for antlerless harvest established.

Appendix P *(Continued)*

- 1994 Hunters Choice permit availability jumps to 177,340 from 103,140 in 1993; six northwest management units remain buck only; herd beginning to build-up in southern agricultural range.
- 1995 Harvest totals 398,002, a new state record; 32 accidents, one fatal; over 577,000 antlerless permits available with 414,000 plus applicants with 163,000 bonus permits offered to hunters; for the first time hunters can use their bonus or Hunter's Choice permits in either the gun, bow, or muzzleloader seasons.
- 1996 "Earn a Buck" requirement placed on hunters in 19 deer management units situated in agricultural range where existing deer seasons and permit systems aren't controlling herd growth; special four-day antlerless only season, state's first October hunt since 1897, takes place in 19 "Earn a Buck" units, resulting in a kill of 24,954 deer.
- 1997 "Earn a Buck" provision scuttled; early Zone T season in seven management units and three state parks results in over 7,000 deer killed; the safest gun season even with one fatality and 10 accidents.
- 1998 An early October gun season for third year in a row held in one management unit, 67A; harvest of 332,254 is fifth highest; accidents total 19 with two fatalities; most units in all regions of the state estimated to be above prescribed goals due to the mild winter of 1997–98.
- 1999 Early antlerless Zone T deer season held in seven mainly east-central management units and one state park; early archery season is extended through Nov. 18 in Zone T units; pre-hunt herd estimate is 1.5 to 1.6 million deer; 33 management units in the central and southern part of the state are designated "watch units" that are above population goals and may be designated as Zone T units next year if quota numbers aren't filled; resident deer license costs \$20; non-resident license costs \$135; record harvest of 402,204 deer.
- 2000 Early four-day Zone T antlerless hunts produces kill of 66,417 deer; 97 of the state's 132 deer management units listed as Zone T; two free antlerless permits given to all hunters buying deer-related licenses; hunters kill a record 528,494 deer during the early antlerless only, nine-day, muzzleloader, and late antlerless-only gun seasons (additionally archers killed more than 86,000 deer for a total kill of more than 615,000 deer); nine-day gun harvest totals a record 442,581 (170,865 antlered, 271,573 antlerless); 694,957 licensed gun hunters.
- 2001 Wisconsin's pre-hunt population estimated at 1.5 million deer; free antlerless permit given to all hunters buying deer-related licenses; 67 deer management units and nine state parks designated as Zone T; October and December four-day, Zone T antlerless hunts results in kill of 58,107 deer; nine-day gun harvest is the state's fifth largest, totaling 361,264 (141,942 antlered, 219,260 antlerless); chronic wasting disease (CWD) later identified in three deer harvested in the Dane County Town of Vermont.
- 2002 Herd estimate at 1.34 million deer; DNR samples about 41,000 deer during the early Zone T antlerless hunt (Oct. 24-27) and opening weekend (Nov. 23–24) of the nine-day gun season to determine if CWD is present anywhere else in the state besides the Disease Eradication Zone in southwest Wisconsin; expanded hunting opportunities set-up in the CWD Management Zone and a gun deer season slated for Oct. 24 to Jan. 31 in the CWD Eradication Zone; October and November four-day, Zone T antlerless hunts in 25 deer management units produce a harvest of 36,228 deer; hunters register 277,755 deer during the traditional, nine-day season; number of licensed gun hunters drops about 10% with much of the decrease attributed to concerns about CWD.
- 2003 Fall deer population estimated at 1.4 million; landowners in CWD Disease Eradication Zone (DEZ) can request free permits to harvest deer without a license and receive two buck tags per permit; earn-a-buck (EAB) rules in effect

and no bag limits on deer in the CWD management zones; deer hunting license sales up 14% over 2002, but down 13% when compared to 2001; overall, DNR collects 15,025 samples for disease surveillance with 115 wild deer testing positive for CWD; all but two positives are from the DEZ of southwest Wisconsin and Rock County; hunters killed 388,344 deer during the early antlerless-only, nine-day gun, muzzleloader, and land antlerless-only deer seasons.

- 2004** Many deer management units (DMU's) in all regions of the state estimated to be above prescribed management goals with 48 DMU's designated as Zone T and 26 units as EAB; fall deer population estimated at 1.7 million deer; hunters issued one free antlerless permit for each license type (archery or gun) up to a maximum of two; during all seasons, hunters in the CWD DEZ and much larger Herd Reduction Zone (HRZ) are required to kill an antlerless deer before harvesting a buck; hunters kill 413,794 deer during the early antlerless only, nine-day gun, muzzle loader, late antlerless only, and CWD zone deer seasons; eight gun deer hunting accidents documented with two fatalities; all accidents are either self-inflicted or shooter and victim were in the same party; hunters set a new record of venison donations by giving 10,938 deer yielding nearly 500,000 pounds of venison for food pantries to feed needy people across the state.
- 2005** Forty-five DMU's designated as Zone T units with unlimited antlerless permits and expanded gun hunting opportunities; hunters issued free antlerless permits for both archery and gun licenses; permits valid in any Zone T and CWD units; hunters in CWD units could get an unlimited number of antlerless permits at the rate of four per day; hunters harvest 387,310 deer during the early October, regular gun, late December and muzzleloader seasons combined, the eighth highest kill on record; 195,735 deer harvested during the opening weekend (Nov. 19–20) of the nine-day gun season; gun deer sales total 643,676, down one percent from 2004; DNR conducts CWD surveillance survey in the agency's Northeast Region where 4,500 deer are tested and CWD not detected; 14 accidents, including three fatalities, during the nine-day season (Nov. 19–27); top five gun deer harvest counties—all located in central Wisconsin—are Marathon (15,871), Clark (13,918), Waupaca (12,260), Shawano (11,748), and Jackson (11,461).
- 2006** The 155th deer season; fall herd estimate at 1.6 million deer; term "Herd Control Unit" replaces Zone T designation; Earn-a-Buck (EAB) requirement in place for 21 DMUs, but not in the CWD Zones where it is replaced by either-sex seasons and harvest totals from the early October seasons appear to be lower than in previous years; DNR to conduct CWD surveillance in the agency's Western Region; gun season runs Nov. 18–26, (Nov. 18 – Dec. 10 in the CWD Zones), late archery Nov. 27 – Jan. 7, 2007, muzzleloader Nov. 27 – Dec. 6 and antlerless only hunt Dec. 7–10, statewide, but hunters must have a unit-specific antlerless deer carcass tag to hunt in units that aren't EAB or herd control.



DNR FILE



Appendix Q: Nongame Species Chronology, 1844–2005

- 1844** Thure Kumlien started studies that led to the publication of *Birds of Wisconsin* in 1903.
- 1852** Increase Lathum published *A systematic Catalogue of the Animals of Wisconsin*, the first such effort in the state.
- 1857** Birds, eggs, and nests protected in any cemetery or burial ground.
- 1869** All “insect eating birds” protected within two miles of municipalities.
- 1877** Wild pigeon nests and nest sites protected by law.
- 1887** Wisconsin was the first state in the nation to prohibit killing of birds for “millinery purposes.”
- 1897** Wisconsin Geological and Natural History Survey established.
- 1899** Last passenger pigeon shot in Wood County.
- 1901** Nongame birds protected by Audubon model law.
- 1901** *Our National Parks* by John Muir was published.
- 1903** Sale of protected game prohibited. *Birds of Wisconsin* by Ludwig Kumlien and Ned Hollister was published.
- 1909** *Cory’s Birds of Illinois and Wisconsin* was published.
- 1912** *Cory’s The Mammals of Illinois and Wisconsin* was published.
- 1916** The convention between Canada and the United States to protect migratory birds became effective December 8.
- 1918** Migratory Bird Treaty Act between U.S. and Canada (1936, Mexico; 1972, Japan; and 1976 Russia).
- 1920** Friends of Our Native Landscape formed.
- 1921** Fishers extirpated in Wisconsin.
- 1922** Last wolverine trapped in Sawyer County.
- 1923** Picking of lotus prohibited.
- 1925** Last pine marten taken in Douglas County.
- 1926** *Animal Ecology* by Charles Elton was published.
- 1929** Picking of arbutus, orchids, and trilliums prohibited.
Migratory Bird Treaty Act amended to authorize the purchase of waterfowl refuges.
- 1931** Aldo Leopold published *The Game Survey of the North Central States* (including discussion of prairie chicken decline).
- 1933** Albert M. Fuller published *Orchids of Wisconsin*. Leopold published *Game Management*, which included discussions about nongame management. Aldo Leopold was hired by the Wisconsin Alumni Research Foundation to start a game management program at the university. He accepted the position on July 6 and became the first in the country to have the title “Professor of Game Management.”
- 1935** Teaching of conservation made compulsory in K-12 schools.
- 1938** Ridges Sanctuary established in Door County for protection of wildflowers. Leopold formally changed his university title to “professor of wildlife management” during the fall semester.
- 1939** Wisconsin Society for Ornithology organized.

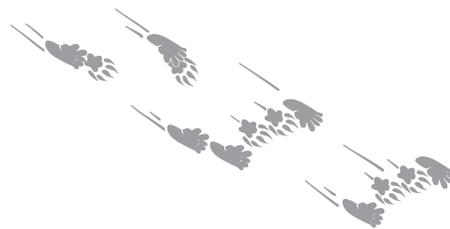
- 1945** Wisconsin Conservation Commission established a Natural Areas Committee at the request of commissioner Aldo Leopold.
- 1947** Publication of Leopold's Ecological Conscience, Norman Fassett's Natural Areas Preservation, and Albert Fuller's Saving Wisconsin's Wildflowers.
- 1951** State Board for the Preservation of Scientific Areas established, the first such group formed in the United States. The first scientific area designation was applied to Parfrey's Glen located in Sauk County.
- 1952** Wisconsin Wildlife by Arthur Jorgenson was published.
- 1958** Prairie Chicken Foundation of the Dane County Conservation League and the Society of Tympanuchus Cupido Pinnatus started a land gift program to buy prairie chicken habitat in central Wisconsin.
- 1959** The Vegetation of Wisconsin: An Ordination of Plant Communities by John T. Curtis was published.
- 1961** ORAP legislation enhanced state land acquisition. Wildlife, People and the Land edited by Ruth Hine (multiple contributors) and H.H.T. Jackson's Mammals of Wisconsin was published.
State Board for the Preservation of Scientific Areas renamed the Scientific Areas Preservation Council.
- 1962** Rachel Carson's Silent Spring was published.
- 1964** "The Wildlife Resources of Wisconsin" by Ruth Hine was published in the Blue Book.
- 1966** Federal Endangered Species Preservation Act passed into law. It enabled the Department of Interior to list endangered domestic fish and wildlife and to spend \$15 million per year to buy habitat for listed species. It also directed federal land agencies to preserve endangered species habitat on their lands "insofar as it is practicable and consistent with their primary purpose."
- 1969** Federal Endangered Species Conservation Act expanded law protection to foreign species and prohibits product imports.
- 1970** DNR Endangered Species Committee was created by Research Bureau Director Cyril Kabat and was composed of Lyle M. Christenson, Clifford E. Germain, James B. Hale, Dr. Ruth L. Hine (Chair), and Thomas Wirth. First Earth Day was created by U.S. Senator Gaylord Nelson.
- 1971** Scientific Areas Preservation Program initiated the Breeding Bird Census Program.
- 1972** State Endangered Species Act (Chapter 275, Wisconsin Laws of 1971) went into effect. Wisconsin was the first state to apply for a cooperative agreement with the U.S. Fish and Wildlife Service that committed the state to managing endangered and threatened fish and wildlife.
- 1973** Federal Endangered Species Act passed into law. New provisions distinguished between threatened and endangered species, allowed listing of a species that is in danger in just part of its range, allowed listing of plants and invertebrates, authorized unlimited funds for species protection, and made it illegal to kill, harm or otherwise "take" a listed species.
American Game Policy was modified to highlight the importance of all wild living resources.
Endangered Resources in Wisconsin, co-authored by Ruth Hine and Betty Les, was published.
- 1974** First Conservation Bulletin article on endangered resources was published. Written by Ruth Hine, it was entitled "What's a Missing Lynx to You?"
- 1975** Game manager title changed to wildlife manager by the Bureau of Fish and Wildlife Management.



Appendix Q *(Continued)*

- 1978 National Endangered Species Act was amended on May 19 to protect endangered and threatened plants. Other provisions created a process for exemptions and required critical habitat to be designated when a species was listed. Wildlife management policy was established in Chapter NR 1, Wisconsin Administrative Code. Wisconsin DNR Office of Endangered and Nongame Species was established including 58 endangered and 44 threatened species. James Hale was appointed as the first Director.
- 1979 *The Vanishing Wild, Wisconsin's Endangered Wildlife and its Habitats* by Betty Les was published. It was the first booklet showing detail of all endangered and threatened fauna in the state. Life Tracks series written by Inga Brynildson was published (Canada lynx, pine marten, timber wolf, common tern, Forster's tern, piping plover, double-crested cormorant, osprey, peregrine falcon, bald eagle and barn owl).
- 1982 Bureau of Endangered Resources (BER) was established by combining the Office of Endangered Species with the Scientific and Natural Areas program. James Hale continued as the bureau director. Federal Act amended to require determinations of species status based solely on biological and trade information without consideration of possible economic or other effects. Other provisions included a one year time constraint for a rule requirement after a species was listed, experimental populations of listed species received different rule treatment, and a prohibition was inserted against removing listed plants from federal land.
- 1983 BER Director Hale retired and was replaced by Ronald Nicotera. Endangered/threatened Species Recovery Plan series was initiated as a standard methodology in Wisconsin. Tax check-off was established by law to fund endangered and threatened species programs.
- 1984 The Nature Conservancy's Natural Heritage Inventory was added to the BER program.
- 1985 Scientific Areas Preservation Council was renamed Natural Areas Preservation Council.
- 1986 The Proceedings of the 47th Midwest Fish and Wildlife Conference (December 17, 1985) was published as *Management of Nongame Wildlife in the Midwest: A Developing Art*, edited by James B. Hale, Louis B. Best, and Richard L. Clawson.
- 1986 BER newsletter, *The Niche*, first published.
- 1988 Trumpeter Swan Recovery Program initiated with a goal of 20 breeding pairs by 2000.
- 1989 Stewardship land acquisition program created (Wisconsin Act 31) allowing the state to borrow \$250 million to acquire and develop land for recreational use, wildlife habitats, fisheries, and natural areas.
- 1990 The U.S. Fish and Wildlife Service listed the spotted owl as a threatened species.
- 1994 Endangered species license plate created. The \$25 license plate fee was segregated in an "Endangered Resources Fund" and funneled directly to BER. New national policy exempted landowners from prosecution for harming threatened species habitat on residential properties of five acres and less. A second policy also exempted landowners from prosecution if their conservation work attracts listed species to the property and future activities harm the species. Another policy guaranteed the participants in a habitat conservation plan that they would suffer no further restrictions without compensation, even if the species continued to decline.

- 1995** Wisconsin's Biodiversity as a Management Issue was published. It provided DNR employees with an overview of the issues associated with biodiversity and provided a common point of reference for incorporating its principles into DNR land management programs.
In the "Sweet Home [Oregon]" decision, the Supreme Court affirmed that alteration of a listed species' habitat is considered a "taking" of that species and can be regulated by the U.S. Fish and Wildlife Service (FWS). The state did not rule on whether such regulation requires compensation.
Congress placed a moratorium on further listings of species.
- 1996** The FWS reported that, in addition to 957 listed species, 139 are proposed for listing, 179 are candidates likely to need listing, and nearly 4,000 more are "species of concern" that need monitoring but about which too little information is known to decide whether listing is needed.
State incidental take law created effective May 13.
- 1997** Bald eagle removed from the endangered/threatened list.
- 1998** Last issue of The Niche published. BER news now shown on the DNR Web site.
- 1999** Karner Blue Butterfly Habitat Conservation Plan approved September 27.
- 2000** Whooping Crane Eastern Partnership formed. Founding members included the International Crane Foundation, Operation Migration, Inc., International Crane Recovery Team, National Fish and Wildlife Foundation, Natural Resources Foundation of Wisconsin, U.S. Fish and Wildlife Service, U.S. Geological Survey and its Patuxent Wildlife Research Center, National Wildlife Health Center, and the Wisconsin DNR.
- 2001** State Wildlife Grants (federally funded) created.
Wisconsin Bird Conservation Initiative launched May 12.
First flock of reintroduced whooping cranes (eight birds) trained to follow an ultralight aircraft departed Necedah National Wildlife Refuge in October and began a 48-day, 1,218-mile migration to Florida following an ultralight aircraft.
- 2002** Habitat Management Guidelines for Amphibians and Reptiles of the Midwest by Bruce Kingsbury and Joanna Gibson was published.
- 2003** Wisconsin Naturally, a Guide to 150 Great Natural Areas was published. It provided the public guidance for using state natural areas.
- 2004** Timber wolf (gray wolf) removed from Wisconsin's endangered and threatened species list.
Regional ecologists representing the BER program assigned to each of five DNR Regions.
- 2005** Federal court action placed the timber wolf back on the federal endangered species list.
Whooping crane flock inventoried at 45 birds in Wisconsin.
Wisconsin initiated its required Comprehensive Wildlife Management Plan to remain eligible for federal wildlife grant funding.
Vehicle license plate revenues generated since 1994 for the Endangered Resources Fund passed the \$6 million mark.
Strategies for Species of Greatest Conservation Need approved by the FWS making Wisconsin eligible for State Wildlife Grants.



The Gamekeepers

Glossary

- Acres for Wildlife** – A national program initiated in Wisconsin by the DNR's Bureau of Wildlife Management in 1977–78 to promote protecting and enhancing wildlife habitat on private lands. Landowners signing up for the program received signs for posting the acreage dedicated to wildlife and an arm patch to acknowledge their participation.
- Add-on** – An unanticipated work task created after normal work schedules have been filled. The work is accommodated by either working extra hours, reducing the time spent on some or all of the previously scheduled work, or dropping some lower priority work to achieve results.
- Additive mortality** – An increase in overall mortality from hunting in addition to other causes.
- Agricultural Conservation Program (ACP)** – A conservation program administered by the Natural Resources Conservation Service offering cost-sharing to landowners to implement various conservation practices on their land. Such conservation activities applied to the land are commonly called “ACP practices.”
- Antlerless kill** – Any deer harvested that do not possess antlers (does or fawns) or with antlers less than three inches in length (short spikes).
- Antlerless-only hunts** – Deer hunting seasons in which the legal harvest is restricted to deer without antlers or with antlers less than three inches in length (short spikes).
- Any-deer hunt** – Deer hunting season in which the legal harvest is a deer of any age or sex. Also known as either-sex hunt.
- Bag limit** – The number of any one species that can be legally harvested.
- Biopolitics** – Biological decision making influenced by the political process or by individual politicians, sometimes disregarding biology.
- Biosentinel** – A sensitive organism that serves as a warning system when monitored to identify ecosystems impacted by persistent bioaccumulations of toxic substances.
- Blue Book** – Biennial Wisconsin Legislative Reference Bureau publication documenting important facts about Wisconsin's government, its officials, and its accomplishments.
- Bovine tuberculosis** — A highly contagious disease in cattle that can be transmitted to deer and people.
- Captive wildlife program** – A generic term used to describe WCD/DNR license programs involving caged or fenced-in birds and animals including deer farms, pheasant and quail farms, fur-bearing animal farms, game bird and game animal farms, shooting preserves, falconry permits, domestic fur-bearing animal farms, and wildlife exhibits.
- Cervid industry** – Deer and elk farm license holders and related organizations.
- Closed season** – Calendar dates during which hunting, trapping, and other taking methods are prohibited.
- Compensatory mortality** – A situation in which mortality from hunting is compensated for by an increase in animals surviving after the hunting season.
- Cooperators/cooperating clubs (raising pheasants)** – Conservation clubs, 4H clubs, and FFA organizations whose members raise chicks to a certain age (8 weeks or more) for release to the wild.
- Crop service records** – U.S. Department of Agriculture records of row crop production.

Deer yard – A concentration area for deer in the winter months that normally contains conifer cover offering thermal and wind protection along with reduced snow depth.

Deer yarding – Concentrations of deer or the process of deer moving into a deer yard.

Depopulation – Killing all animals, e.g., a population that may be impacted by a virulent disease.

Dingell-Johnson Act – A federal law (entitled the Federal Aid in Sport Fish Restoration Act) enacted in 1950 that enables the Secretary of the Interior to provide financial assistance to state agencies for fish restoration and management utilizing a 10% excise tax on certain sport fishing tackle. Later amendments extended that tax to electric outboard motors, sonar fish-finding devices, and import duties on fishing tackle, yachts, and pleasure craft. See also Pittman-Robertson Act.

Drift – Stocked or released species moving to other areas.

Driftless Area – The unglaciated portion of southwestern Wisconsin.

Edge effect – The interface of two habitats such as upland and lowland forests, forests and grasslands, or young and old forests.

Either-sex hunt – Deer hunting seasons in which the legal bag limit is a male or female deer (buck or doe) of any age. Also known as any-deer hunt.

Endangered species – A species in danger of extinction in all or a significant portion of its range. Federal and state laws provide protection for endangered species. See also threatened species.

Environmental Quality Incentives Program (EQIP) – A voluntary conservation program for farmers and ranchers administered by the Natural Resources Conservation Service that promotes agricultural production and environmental quality as compatible national goals.

Epizootic – Epidemic of disease among animals.

Extinction – Complete loss of a species.

Extirpation – Elimination of a species from part of its range.

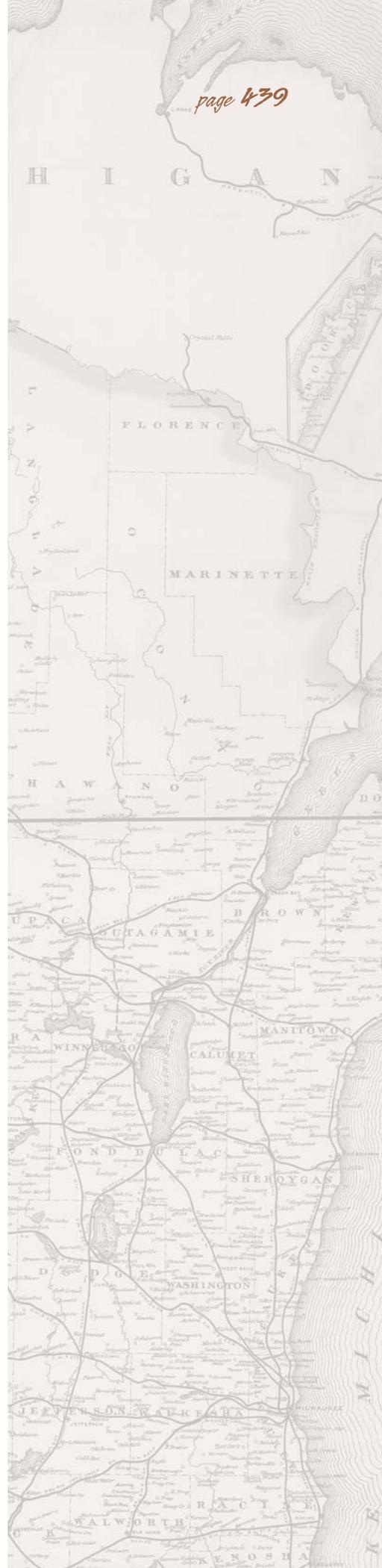
Fish and game deputies – Volunteers and other local individuals appointed by the sheriff or local authority to carry credentials to enforce fish and game laws. Appointment was mostly a status symbol as most volunteers did little real conservation law enforcement.

Food patches – Any agricultural or specialty crops planted specifically for wildlife food or as an attractant for wildlife.

Fur-bearing animals – Defined by Wisconsin law to include otter, beaver, mink, muskrat, marten, fisher, skunk, raccoon, fox, weasel, opossum, badger, wolf, coyote, wildcat (bobcat), and lynx.

Game animals – In the early 1800s prior to established seasons, game animals included any animal that was hunted. In the late 1800s, game animals became defined as species that could be killed during certain seasons for food or sport. After 1935, game animals were those listed in the hunting regulations pamphlet with specific open and closed seasons. After about 1980, game animals were defined by Wisconsin law to include deer, moose, elk, bear, rabbits, squirrels, fox, and raccoons. See also nongame species.

Game birds – In the early 1800s, the term referred to any bird that was hunted. In the late 1800s, game birds were defined as bird species that could be hunted during established hunting seasons. After 1935, game birds were those listed in the hunting regulations pamphlet with specific open and closed seasons. Game birds were defined by Wisconsin Law about 1980 to include two categories:



The Gamekeepers

Aquatic birds: Wild geese, brant, wild ducks, wild swans, rails, coots, gallinules, jacksnipe, woodcock, plovers, and sandpipers.

Upland birds: Ruffed grouse (partridge), pinnated grouse (prairie chicken), sharp-tailed grouse, pheasants, Hungarian partridge, chukar partridge, bobwhite quail, California quail, and wild turkey.

See also nongame species.

Genetic drift – The occurrence of random changes in the gene frequencies of populations.

Geographic information system (GIS) – Computer systems (hardware, software, networks) for the input, editing, storage, retrieval, analysis, synthesis, and output of location-based information.

Goose management zones – Legally defined geographic areas with management or population goals. Wisconsin initially established special restrictions for hunting near the Horicon National Wildlife Refuge in the 1960s and gradually extended various rules for goose hunting in the Horicon area. In the 1970s, special hunting seasons and rules were established for defined goose hunting zones (East Central, Burnett County, Brown County, New Auburn, and Rock Prairie). The Exterior, Collins, Theresa, and Pine Island zones were added as goose use intensified in the 1980s.

Great Lakes Indian Fish and Wildlife Commission (GLIFWC) – An agency of eleven Ojibwe tribes in Minnesota, Wisconsin, and Michigan with off-reservation treaty rights to hunt, fish, and gather products of the soil in treaty-ceded lands.

Herptiles – Reptiles and amphibians.

Hibernacula – Protective places for wintering organisms.

Hunt/hunting – Shooting at, pursuing, taking, catching, or killing any wild animal or animals.

In-holdings – Private lands within the boundaries of a state land acquisition project.

Infectious prions – Abnormally folded proteins that can infect healthy proteins, causing brain damage. Infectious prions are recognized as the cause of mad cow disease and chronic wasting disease in deer. Prion diseases progress rapidly and are always fatal.

Isaak Walton League of America – Formed nationally and in Wisconsin in 1922, this broad-based conservation organization established numerous chapters throughout the United States and had great influence on national efforts to protect and enhance natural resources. In Wisconsin, its early officers (including Aldo Leopold) were responsible for drafting legislation that eventually created the Wisconsin Conservation Department and its commission in 1927.

Land control – DNR activity dealing with leases, fee title, and easement purchases.

Landscape genetics – A discipline that bridges landscape ecology and population genetics to study how landscape and environment influence population genetic structure. For example, rivers can be a barrier to animal movement and thus gene flow, resulting in different genetic population structures on either side of the river.

Level ditching – Ditches constructed in wetlands with dragline equipment, usually for agricultural purposes. It is also a wetlands management technique DNR wildlife managers used in the past for increasing muskrat production and attracting waterfowl.

Limited term employee (LTE) – Short-term employees restricted by state law to 1,080 hours per hiring period. Wages are modest and limited state benefits are provided other than travel expenses outside the employment area.

Line authority – The ability to direct work activities of subordinates without going through other staff or management.

Glossary

page 441

- Line-staff organization** – An organization operating on a system that enables supervisors (line officers) to direct subordinates (staff) to accomplish work activities. Personnel who provide services to line personnel to accomplish work are also categorized as “staff.” DNR’s line channel for field wildlife biologists flows from the secretary to regional directors to land leaders to regional wildlife supervisors to area wildlife biologists to field wildlife biologists.
- Low-head dike** – An earthen structure installed to impede the flow of water and designed to hold back a shallow water area usually six feet or less in depth.
- Macroinvertebrates** – Organisms large enough to be seen without a microscope and which do not have a backbone (e.g., insects and aquatic worms).
- Macrophytes** – Aquatic plants large enough to be seen by the unaided eye; they may be submergent, emergent, or floating vegetation.
- Managed Forest Law (MFL)** – A program offering property tax reductions for landowners in exchange for signing contracts to manage their forestland by following an approved plan and may include providing public access for recreational purposes.
- Management units** – Geographic areas of varying size, usually within certain road boundaries, used to manage wildlife populations.
- Mast** – Fruit of trees and shrubs. Soft mast includes berries and hard mast includes nuts.
- Natality factor** – Anything that affects the birth of an animal.
- Natural community** – Plants and animals that share a common environment and interact with each other.
- Natural Resources Conservation Service (NRCS)** – A federal agency within the U.S. Department of Agriculture that is organized to help landowners improve agricultural productivity, control erosion, enhance water supplies, improve wildlife habitat, and reduce damage caused by floods and other natural disasters.
- Necropsy** – Internal examination of an animal after death.
- Nongame species** – Defined by Wisconsin law as any species of wild animal not classified as a game fish, game animal, game bird, or furbearing animal.
- Nonpoint source pollution** – polluted runoff from farm fields and urban areas that doesn’t emanate from a wastewater discharge pipe.
- Open season** – Hunting and trapping dates within which hunters are allowed to hunt game animals and game birds and trappers are allowed to take fur-bearing animals.
- Pittman-Robertson (P-R) Act** – A federal law (entitled the Federal Aid in Wildlife Restoration Act) enacted in 1937 that authorizes the Secretary of the Interior to provide financial assistance to state agencies to reestablish wildlife populations to their natural habitats and support wildlife research using a 10% excise tax on sporting arms and ammunition. Later amendments increased the excise tax to 11% on sporting rifles, shotguns, ammunition, and archery equipment and 10% on handguns. See also Dingell-Johnson Act.
- Plant/planting** – In the context of wildlife management, the release or stocking of animals to the wild.
- Plantation** – Trees or shrubs planted by machine or by hand, often in rows.
- Prescribed burning** – Planned use of fire.
- Protected species** – Any plant or animal species protected by a closed season.
- Radio telemetry** – The tracking of radio signals from transmitters placed on or in animals.
- Recruitment** – Number of newborn animals (e.g., fawns) surviving to fall.



The Gamekeepers

Relict openings – Herbaceous openings within a forest caused by historic human activity (logging camps, old farmsteads) or by fire, frost pockets, or other environmental factors, in contrast to openings recently constructed for wildlife benefit.

Resident geese – Geese that nest in the state.

Scaup – Bluebill ducks.

Segregated account/segregated funds (SEG) – Funds that cannot be used for any other purpose unless modified by law. The Legislature can modify the statutory “segregated” language and use such funds as they see fit. However, such use of the fish and wildlife segregated account could require reimbursement of federal aid monies (Pittman-Robertson and Dingell-Johnson funds) used in the state.

Sex-age-kill (SAK) – A methodology used by the DNR for estimating Wisconsin’s deer population.

Sharecrop program – DNR contract program for state-owned land employing a farmer who provides seed, fertilizer, herbicide, labor, and machinery to produce a crop in return for a “share” of that crop. This practice allows the DNR to avoid owning and operating expensive equipment as well as committing its limited staff to time-consuming activities across broad geographic areas.

Silviculture – The art and science of cultivating a forest.

Slash – Downed tree debris left after a timber harvest operation.

Specials – Seasonal or part-time conservation wardens. Early specials had little or no conservation enforcement training. Modern day specials are usually off-duty police officers, sheriff’s deputies, or other DNR enforcement officers (park/forestry credential holders) with mandatory training certification.

Spike buck – An adult male deer with antlers no more than three inches in length and containing no branches or tines one inch or greater in length.

State of the Lakes Ecosystem Conference (SOLEC) – Biennial consultation meeting sponsored by the U.S. Environmental Protection Agency and Environment Canada to gather and assess information about the health of the Great Lakes ecosystem with input from scientists, private corporations, and not-for-profit organizations.

Threatened species – A species likely to become endangered in the near future. Federal and state laws provide protection for threatened species. See also endangered species.

Transect – A defined route for surveying wildlife.

Tympanuchus cupido pinnatus – Scientific name for the prairie chicken.

Tyvec – Durable, tear-proof material used for hunting and trapping licenses and associated backtags.

Ungulate – Mammal having hoofs.

U.S. Department of Agriculture (USDA) – A federal agency whose mission is to “provide leadership on food, agriculture, natural resource, and related issues based on sound public policy, the best available science, and efficient management” (mission statement), using the following major areas:

1. Natural Resources and Environment (Forest Service, Natural Resources Conservation Service, and Office of Environmental Markets)
2. Farm and Foreign Agricultural Services (Farm Services Agency, Foreign Agricultural Services, and Risk Management Agency)
3. Rural Development
4. Food, Nutrition, and Consumer Services
5. Food Safety

6. Research, Education, and Economics (Research, Education, and Economics; Agricultural Research Service; Economic Research Service; National Agricultural Library; National Agricultural Statistics Service; and National Institute of Food and Agriculture)
7. Marketing and Regulatory Programs (Agricultural Marketing Service; Animal and Plant Health Inspection Service; and Grain Inspection, Packers, and Stockyards Administration)

U.S. Department of the Interior – A federal agency whose mission is “to protect and manage the nation’s natural resources and cultural heritage; provide scientific and other information about those resources; and honor its responsibilities and commitments to American Indians, Alaska natives, and affiliated island communities” (mission statement). The agency organization has four major focus areas:

1. Fish and Wildlife and Parks (National Park Service and Fish and Wildlife Service)
2. Indian Affairs (Bureau of Indian Affairs)
3. Land and Minerals Management (Bureau of Land Management, Office of Surface Mining and Enforcement, and Minerals Management Service)
4. Water and Science (Geological Survey and Bureau of Reclamation)

U.S. Fish and Wildlife Service (USFWS/FWS) – A bureau within the U.S. Department of the Interior whose mission is “to work cooperatively to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people” (mission statement).

Use-days – A method of quantifying wildlife use of an area by estimating the number of animals using the area per day and multiplying it by the number of days observed.

Velocipede – An old type of handcar used on railroad tracks.

Waterfowl impoundment – Any artificial water containment area, usually created by the installation of a water control structure and an earthen dike and intended for waterfowl production.

Weir – An obstruction placed in a stream or river channel to divert water and trap fish.

Wisconsin Administrative Code – State-created regulations or rules established within the authority of enabling state statutes (legislatively created law). DNR-generated rules are enforced by state conservation wardens. All such rules are reviewed and approved by the Legislative Clearinghouse and a special legislative committee before they are published and become effective.

Wisconsin Conservation Department (WCD) – Original state conservation agency established by law in 1927 led by a WCD director who was appointed by a six-person Conservation Commission. The agency and commission were terminated in 1967 when the agency was reorganized into the Department of Natural Resources.

Wisconsin Department of Natural Resources (WDNR/DNR) – State agency led by a secretary appointed by the governor (1995 provision) and receiving policy/regulation approvals from a seven-person Natural Resources Board.



Sources

Published Literature

- Aberg, W.J.P. 1955. A tribute to William F. Grimmer. *Wisconsin Conservation Bulletin* 20(8):25-26.
- Addis, J., R. Eckstein, A. Forbes, D. Gebken, R. Henderson, J. Kotar, B. Les, P. Matthiae, W. McCown, S. Miller, B. Moss, D. Sample, and others. 1995. Wisconsin's *Biodiversity as a Management Issue: A Report to Department of Natural Resources Managers*. Madison, WI: Wisconsin Department of Natural Resources.
- Adler, J. 2007. The Boomer Files; meaningful pursuits; from heritage tours to farm-to-table dining, today's retirees (and soon-to-be-retirees) are reinventing the autumn years. *Newsweek* (U.S. edition) 150(6, August 6):44.
- Allen, D. 1954. *Our Wildlife Legacy*. New York, NY: Funk and Wagnalls Company.
- Allen, D.L. 1973. Report of the Committee on North American Wildlife Policy. *Wildlife Society Bulletin* 1(2):73-92.
- Anonymous. 2004. Obituaries: Harold Hettrick. *Wisconsin Game Warden* 14(2):17.
- Anonymous. 1988. Wallace grange memorial. *Wisconsin Outdoor Journal* 2(5):7.
- Anonymous. 1981. Carroll D. 'Buzz' Besadny appointed. *Wisconsin Natural Resources* 5(1):19.
- Anonymous. 1981. Tony Earl resigns. *Wisconsin Natural Resources* 5(1):18.
- Anonymous. 1980. Harley W. Mackenzie dies. *Wisconsin Natural Resources* 4(1):26.
- Anonymous. 1976. *Department of Natural Resources, Bureau of Fish and Wildlife Management, Great Lakes Fish Management Program, July 1, 1975 to June 30, 1976*. Audit Report 76-23. Madison, WI: Wisconsin Legislative Audit Bureau.
- Anonymous. 1976. *Environmental Assessment of the Canada Goose Use Reduction Program Proposed for East-central Wisconsin*. Washington, DC: Fish and Wildlife Service, Department of Interior and Madison, WI: Wisconsin Department of Natural Resources.
- Anonymous. 1974. The board decides. *Wisconsin Conservation Bulletin* 39(2):32.
- Anonymous. 1968. The command changes. *Wisconsin Conservation Bulletin* 33(4):3-4.
- Anonymous. 1967. George Sprecher leaves. *Wisconsin Conservation Bulletin* 32(5):5.
- Anonymous. 1967. Conservation's champion of champions. *Wisconsin Conservation Bulletin* 32(2):3.
- Anonymous. 1960. W.F. Grimmer Award honors game men. *Wisconsin Conservation Bulletin* 25(5):27-30.
- Anonymous. 1960. What's going on? *Wisconsin Conservation Bulletin* 25(3):40.
- Anonymous. 1955. William F. Grimmer, 1900-1955. *Wisconsin Conservation Bulletin* 20(7):20-21.
- Anonymous. 1955. Conservation Commission meeting. *Wisconsin Conservation Bulletin* 20(5):38.
- Anonymous. 1955. Director appointed. *Wisconsin Conservation Bulletin* 20(5):3-4.
- Anonymous. 1955. Assistant Director Cramer leaves state service. *Wisconsin Conservation Bulletin* 20(2):31.
- Anonymous. 1954. Ernest F. Swift goes to Washington. *Wisconsin Conservation Bulletin* 19(3):43.
- Anonymous. 1948. Aldo Leopold. *Wisconsin Conservation Bulletin* 13(6):2-3.
- Anonymous. 1948. Here is the record. *Wisconsin Conservation Bulletin* 13(6):1.
- Anonymous. 1948. Jackson County deer survey. *Wisconsin Conservation Bulletin* 13(5):3-4.
- Anonymous. 1948. Wisconsin conservation in review 1947. *Wisconsin Conservation Bulletin* 13(3):10-25.
- Anonymous. 1947. Waterfowl management. *Wisconsin Conservation Bulletin* 12(8):27-31.
- Anonymous. 1947. Game statistics. *Wisconsin Conservation Bulletin* 12(8):12.
- Anonymous. 1947. Game conditions. *Wisconsin Conservation Bulletin* 12(8):3-4.
- Anonymous. 1947. Game kill records. *Wisconsin Conservation Bulletin* 12(5):13.
- Anonymous. 1947. Game review. *Wisconsin Conservation Bulletin* 12(3):22-23.
- Anonymous. 1946. The game farm. *Wisconsin Conservation Bulletin* 11(10-11):6.
- Anonymous. 1946. The deer debate. *Wisconsin Conservation Bulletin* 11(6):10.

- Anonymous. 1946. Chambers Island data. *Wisconsin Conservation Bulletin* 11(1):6-9.
- Anonymous. 1945. The bow hunters. *Wisconsin Conservation Bulletin* 10(11):6-7.
- Anonymous. 1945. Chambers Island. *Wisconsin Conservation Bulletin* 10(11):3-5.
- Anonymous. 1945. Deer, bear damage payments. *Wisconsin Conservation Bulletin* 10(3):15.
- Anonymous. 1944. Six points of deer policy. *Wisconsin Conservation Bulletin* 9(11):10.
- Anonymous. 1944. Bussewitz killed in action. *Wisconsin Conservation Bulletin* 9(11):10.
- Anonymous. 1944. Conservation Department men in service. *Wisconsin Conservation Bulletin* 9(6):12-14.
- Anonymous. 1944. Conservation Commission meeting. *Wisconsin Conservation Bulletin* 9(3):18-19.
- Anonymous. 1942. The last pigeon flight. *Wisconsin Conservation Bulletin* 7(12):21-23.
- Anonymous. 1942. LandW cover and game. *Wisconsin Conservation Bulletin* 7(12):11-14.
- Anonymous. 1942. Horicon history. *Wisconsin Conservation Bulletin* 7(12):8-11.
- Anonymous. 1942. New director. *Wisconsin Conservation Bulletin* 7(11):3.
- Anonymous. 1940. Central Wisconsin Conservation Area. *Wisconsin Conservation Bulletin* 5(7):13.
- Anonymous. 1940. Park visitors. *Wisconsin Conservation Bulletin* 5(5):34.
- Anonymous. 1940. Conservation Commission meeting. *Wisconsin Conservation Bulletin* 5(5):26-27.
- Anonymous. 1939. State Experimental Game and Fur Farm. *Wisconsin Conservation Bulletin* 4(7):38-40.
- Anonymous. 1939. Quail study project approved. *Wisconsin Conservation Bulletin* 4(5):55.
- Anonymous. 1939. Bird feeding. *Wisconsin Conservation Bulletin* 4(4):49.
- Anonymous. 1938. More game birds for state. *Wisconsin Conservation Bulletin* 3(10):3-5.
- Anonymous. 1938. New hunting and trapping report cards. *Wisconsin Conservation Bulletin* 3(9):21-25.
- Anonymous. 1938. New hunting seasons. *Wisconsin Conservation Bulletin* 3(9):8-14.
- Anonymous. 1938. New law enforcement system. *Wisconsin Conservation Bulletin* 3(8):54.
- Anonymous. 1938. Turkey troubles. *Wisconsin Conservation Bulletin* 3(8):27.
- Anonymous. 1938. The game kill. *Wisconsin Conservation Bulletin* 3(8):22-24.
- Anonymous. 1938. County bounties. *Wisconsin Conservation Bulletin* 3(2):37.
- Anonymous. 1938. Pheasant rearing contest. *Wisconsin Conservation Bulletin* 3(2):36.
- Anonymous. 1937. Game and fur farm. *Wisconsin Conservation Bulletin* 2(11):17-18.
- Anonymous. 1937. Conservation Commission meeting. *Wisconsin Conservation Bulletin* 2(11):14-16.
- Anonymous. 1937. New biology division. *Wisconsin Conservation Bulletin* 2(9):50.
- Anonymous. 1937. "Outdoor Wisconsin" broadcast. *Wisconsin Conservation Bulletin* 2(9):46-47.
- Anonymous. 1937. Conservation laws. *Wisconsin Conservation Bulletin* 2(7-8):36-38.
- Anonymous. 1937. Game census. *Wisconsin Conservation Bulletin* 2(7-8):22.
- Anonymous. 1937. Bow and arrow hunting. *Wisconsin Conservation Bulletin* 2(6):6-8.
- Anonymous. 1937. Blue foxes. *Wisconsin Conservation Bulletin* 2(6):5.
- Anonymous. 1937. The passenger pigeon. *Wisconsin Conservation Bulletin* 2(5):8-9.
- Anonymous. 1937. Wisconsin wildlife. *Wisconsin Conservation Bulletin* 2(4):25-26.
- Anonymous. 1936. Wildlife federation. *Wisconsin Conservation Bulletin* 1(12):27.
- Anonymous. 1936. Hunting in 1899. *Wisconsin Conservation Bulletin* 1(10):21-22.
- Anonymous. 1936. Wild turkeys. *Wisconsin Conservation Bulletin* 1(9):11.
- Anonymous. 1936. State farm services. *Wisconsin Conservation Bulletin* 1(9):10.
- Anonymous. 1936. Wisconsin federation. *Wisconsin Conservation Bulletin* 1(8):10.
- Anonymous. No Date. 1939, *Remember When... A Nostalgic Look Back in Time*. Birmingham, AL: Seek Publishing.
- Aquino, M. and M. Foy. 1992. *An Evaluation of Deer Management Policies, Department of Natural Resources*. Audit Report 92-33. Madison, WI: Wisconsin Legislative Audit Bureau.
- Bacon, B. 1981. The George W. Mead Wildlife Area. *Wisconsin Natural Resources* 5(5):32-35.



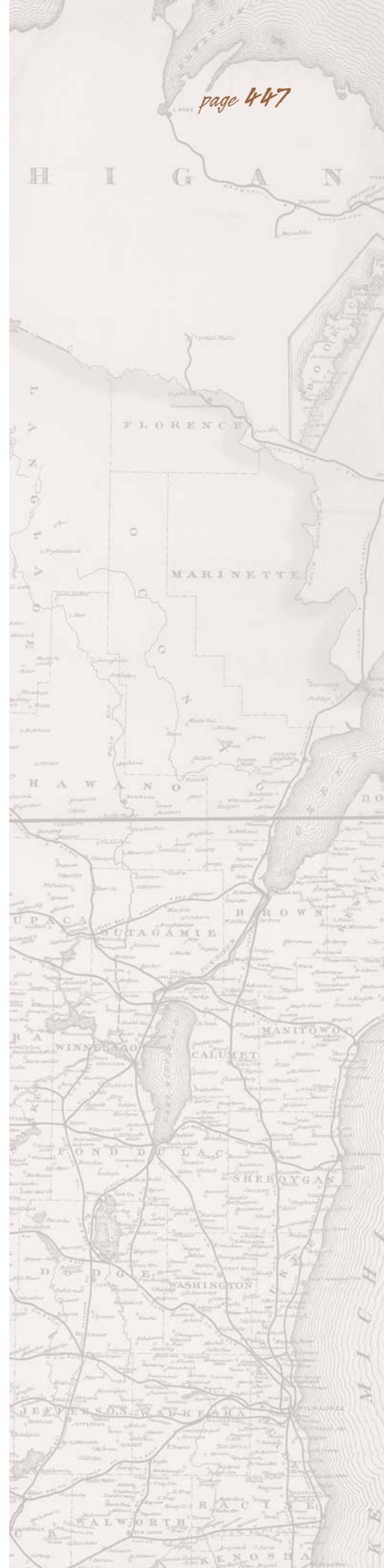
The Gamekeepers

- Barger, N.R. 1951. *Wisconsin Mammals*. Publication 351-51. Madison, WI: Wisconsin Conservation Department.
- Barger, N.R. 1944. How was the deer season, 1943? *Wisconsin Conservation Bulletin* 9(4):4-5.
- Bartelt, G., J. Pardee, and C. Thiede. 2003. *Environmental Impact Statement on Rules to Eradicate Chronic Wasting Disease from Wisconsin's Free-Ranging White-tailed Deer Herd*. PUB-SS-980. Madison, WI: Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Bazzell, D. 2002. Making headway. *Wisconsin Natural Resources* 26(2):21-25.
- Bergquist, J.R., B. Dhuey, and M. Lehner. 2003. *2002 Canada Goose Harvest Report* 13(3). Madison, WI: Bureau of Wildlife Management, Wisconsin Department of Natural Resources.
- Bergquist, J.R. and T.J. Schwartz (eds.). 2002. *Managing the Mississippi Valley Population of Canada Geese 1997-2002*. Mississippi Flyway Council's MVP Committee and its MVP Technical Section Committee, Ducks Unlimited.
- Bersing, O.S. 1973. *Bow and Arrow Big Game Hunting in Wisconsin*. Neenah, WI: Quality Printing Company.
- Bersing, O.S. 1956. *A Century of Wisconsin Deer*. Madison, WI: Wisconsin Conservation Department.
- Bersing, O.S. 1949. The hunter's opinion on an any deer season. *Wisconsin Conservation Bulletin* 14(9):4-9.
- Bersing, O.S. 1948. Controlled deer hunting in the Necedah Refuge. *Wisconsin Conservation Bulletin* 13(7):19-22.
- Bersing, O.S. 1948. Bow and arrow deer hunting in Wisconsin. *Wisconsin Conservation Bulletin* 13(4):7-16.
- Bersing, O.S. 1947. The 1946 deer hunting season. *Wisconsin Conservation Bulletin* 12(9):4-12.
- Bersing, O.S. 1945. The hunters' report of the 1944 deer kill. *Wisconsin Conservation Bulletin* 10(10):3-11.
- Besadny, C.D. 1967. An evaluation of Wisconsin's licensed shooting preserve program. Research Report 24. Madison, WI: Wisconsin Conservation Department.
- Besadny, C.D. and F.H. Wagner. 1963. An evaluation of pheasant stocking through the day-old-chick program in Wisconsin. Technical Bulletin 28. Madison, WI: Wisconsin Conservation Department.
- Besadny, C.D. and F.H. Wagner. 1958. Pheasants in Wisconsin. *Wisconsin Conservation Bulletin* 23(12):3-16.
- Bishop, J.C., Jr. 2004. Where sleeping bears lie. *Wisconsin Natural Resources* 28(6):17-22.
- Bishop, J.C., Jr. 1999. A clarion bugle across Badgerland. *Wisconsin Natural Resources* 23(3):25-29.
- Boardman, G.C. (ed.). 1949. *Guide to Conservation Education in Wisconsin Schools*. Bulletin 20. Madison, WI: Wisconsin Cooperative Educational Planning Program.
- Bookhout, T. (ed.). 1994. *Research and Management Techniques for Wildlife and Habitats*. Bethesda, MD: The Wildlife Society.
- Borke, J.J. 1995. Wisconsin's State Park system, 1878-1994: an oral history. M.A. Thesis. Madison, WI: University of Wisconsin.
- Boyle, K.J. and R.C. Bishop. 1984. Lower Wisconsin River recreation: economic impacts and scenic values. No. 216. Madison, WI: Department of Agricultural Economics, University of Wisconsin.
- Brackett, G.R. 1939. The game wardens lament. *Wisconsin Conservation Bulletin* 9(12):23.
- Bragg, D. and R. Wendt. 1966. Deer trails. *Wisconsin Conservation Bulletin* 31(1):17-20.
- Brokaw, H.P. 1978. *Wildlife and America: Contributions to an Understanding of American Wildlife and Its Conservation*. Washington, DC: Council on Environmental Quality.
- Brown, C.L. and W.J. Vander Zouwen (eds.). 1993. *Wisconsin Turkey Hunter's Guide*. Publ-WM-214-93. Madison, WI: Wisconsin Department of Natural Resources.
- Burger, G.V. 1962. Licensed shooting preserves in Wisconsin. Technical Bulletin 24. Madison, WI: Wisconsin Conservation Department and New York, NY: Sportsmen's Service Bureau.
- Calhoun, W.T. 1958. *Wisconsin Wild Flowers*. Publ. 601-58. Madison, WI: Wisconsin Conservation Department.

Sources

page 447

- Calhoun, W.T. 1942. Wisconsin wildlife – birds (part 2). *Wisconsin Conservation Bulletin* 7(5):34-40.
- Calhoun, W.T. 1942. Wisconsin wildlife – birds (part 1). *Wisconsin Conservation Bulletin* 7(4):32-42.
- Calhoun, W.T. 1941. Democracy in wildlife regulations. *Wisconsin Conservation Bulletin* 6(9):3-18.
- Calhoun, W.T. 1940. Conserving Wisconsin's game birds and animals. *Wisconsin Conservation Bulletin* 5(3):1-30.
- Camp, N.C. (ed.). 1967. *The Quest for Quality in Wisconsin: Conservation Centennial Symposium*. Madison, WI: Conservation Education Programs, University of Wisconsin.
- Cannon, A. 1993. Visionaries in Wisconsin's conservation history. M.S. Thesis. Stevens Point, WI: University of Wisconsin-Stevens Point.
- Carson, R. 1962. *Silent Spring*. Cambridge, MA: The Riverside Press.
- Cary, A. 1985. Evaluation of the 1983 Wisconsin tax checkoff for non-game and endangered resources. Research Report 134. Madison, WI: Wisconsin Department of Natural Resources.
- Chenoweth, R. 1985. Beauty and the Beast: 1 aesthetic policy for the Lower Wisconsin River. P. 156 In *1984 National River Recreation Symposium Proceedings: October 31-November 3*. Baton Rouge, LA: Louisiana State University.
- Chenoweth, R.E. and B. Niemann. 1984. Lower Wisconsin Landowner Survey: results and interpretations. Madison, WI: Department of Landscape Architecture, University of Wisconsin-Madison.
- Chenoweth, R.E., B. Niemann, and K. Dickhut. 1984. Lower Wisconsin River Valley Hunter and Trapper Survey: results and interpretations. Madison, WI: Department of Landscape Architecture, University of Wisconsin-Madison.
- Chizek, J. 1992. *Game Warden: Centurion*. Lodi, WI: Flambeau River Publishing.
- Conway, R.C. 1942. Public shooting grounds. *Wisconsin Conservation Bulletin* 7(8):6-7.
- Conway, R.C. 1938. Wisconsin and the pheasant. *Wisconsin Conservation Bulletin* 3(3):21-25.
- Conway, R.C. 1940. Wisconsin game refuges. *Wisconsin Conservation Bulletin* 5(1):35-38.
- Conway, R.C. 1936. Wisconsin refuge program. *Wisconsin Conservation Bulletin* 1(12):8-11.
- Corneli, H.M. 1999. The Hamerstoms: conservation pioneers in hard times. *Wisconsin Magazine of History* 82(4):254-286.
- Cox, G.M. 1938. Conservation committeemen meet. *Wisconsin Conservation Bulletin* 3(8):47-51.
- Cramer, H.T.J. 1948. Harvest of deer in Wisconsin. Pp. 492-508 In *Transactions of the Thirteenth North American Wildlife Conference*. Washington, DC: Wildlife Management Institute.
- Creed, W. 1963. No deer? Phooey! *Wisconsin Conservation Bulletin* 28(2):10-12.
- Creed, W. and J. Ashbrenner. 1983. Bobcat harvest and population trends in Wisconsin, 1973-81. Research Report 123. Madison, WI: Wisconsin Department of Natural Resources.
- Creed, W.A. and J.E. Ashbrenner. 1976. Status report on Wisconsin bobcats, 1975. Research Report 87. Madison, WI: Wisconsin Department of Natural Resources.
- Creed, W.A. and F.P. Haberland. 1979. Deer herd management – putting it all together. In R.L. Hine and S. Nehls (eds.). *White-tailed Deer Population Management in the North Central States: Proceedings of a Symposium Held at the 41st Midwest Fish and Wildlife Conference, Urbana, Illinois, 10 December 1979*. Eau Claire, WI: North Central Section, The Wildlife Society.
- Crouch, W.E. 1942. War and wildlife. *Wisconsin Conservation Bulletin* 7(6):10-12.
- Crowe, D. 1984. Crowe's corner. *Wyoming Wildlife* 48(9):31.
- Curran, G.A. 1948. Wisconsin's public hunting grounds. *Wisconsin Conservation Bulletin* 13(1):23-32.
- Dahlberg, B. 1950. The Wisconsin deer problem and the 1949 deer season. *Wisconsin Conservation Bulletin* 15(4):3-7.
- Dahlberg, B.L. and R.C. Guettinger. 1956. The white-tailed deer in Wisconsin. Technical Wildlife Bulletin 14. Madison, WI: Wisconsin Conservation Department.
- Darling, J.N. 1945. *Poverty or Conservation: Your National Problem*. Washington, DC: National Wildlife Federation.



The Gamekeepers

- Davis, F.H. 1969. *A Resume of Early Game Protection, Data from Biological Survey Bulletin Numbers 12, 14 and 41*. Chestertown, MD: Remington Arms.
- DeBoer, S.G. 1947. The deer damage to forest reproduction survey. *Wisconsin Conservation Bulletin* 12(10):3-13.
- Dickinsen, V.L. 1942. The conservation budget. *Wisconsin Conservation Bulletin* 7(8):3-5.
- Dickson, P. 1990. *From Elvis to E-mail: Trends, Events, and Trivia from the Postwar Era to the End of the Century*. Springfield, MA: Federal Street Press.
- Didcoct, .D.H., D.L. Gjestson, W. Kelsey, B.S. Kepinger, C.K. Lipsey, J. Rabadou, G. Sokup, D. Stevens, H. Walsh, and J.L. Capps. 1980. *Training You to Train Your Hunting Dog*. Pub. 15-2300 (80). Madison, WI: Wisconsin Department of Natural Resources.
- Dreis, R.E. 1983. The Golden Age of wildlife management. *Wisconsin Natural Resources* 7(4):30-31.
- Dumke, R.T. and C.M. Pils. 1973. Mortality of radio-tagged pheasants on the Waterloo Wildlife Area. Technical Bulletin 72. Madison, WI: Wisconsin Department of Natural Resources.
- Earl, T. and Natural Resources Board Members. 1976. Resource management: new directions for '76. *Wisconsin Natural Resources* 41(1):3-8.
- Eisele, T. 2001. DNR/legislative update: Deer 2000 summarizes meetings, recommends season changes. *Wisconsin Outdoor Journal* 15(1):13.
- Eisele, T. 2000. The century's honor roll. *Wisconsin Outdoor Journal* 14(1):40-42, 45-49.
- Eisele, T. 1999. DNR/legislative update: Lack of funding threatens wildlife management. *Wisconsin Outdoor Journal* 13(8):16.
- Evrard, J.O. 2000. The Conservation Reserve Program and duck and pheasant production in St. Croix County, Wisconsin. Research Report 183. Madison, WI: Wisconsin Department of Natural Resources.
- Farrington, S.K. 1945. *The Ducks Came Back: The Story of Ducks Unlimited*. New York, NY: Coward-McCann, Inc.
- Feeney, W. 1944. The present status of Wisconsin's deer herd and deer range. *Wisconsin Conservation Bulletin* 9(6):4-5.
- Feeney, W.S. 1943. Wisconsin deer today and tomorrow. *Wisconsin Conservation Bulletin* 8(8):11-19.
- Fleming, W.J., D. Clark, Jr., and C.J. Henny. 1985. *Organochlorine Pesticides and PCBs: A Continuing Problem for the 1980s*. Reprinted from Transactions of the 48th North American Wildlife and Natural Resources Conference, 1983. Washington, DC: U.S. Fish and Wildlife Service.
- Friend, M. 1981. *Waterfowl Management and Waterfowl Disease: Independent of Cause and Effect Relationship?* Reprint from Transactions of the 46th North American Wildlife Conference. Washington, DC: Wildlife Management Institute.
- Froehlich, H.V. 1967. Comments on reorganization. *Wisconsin Conservation Bulletin* 32(3):10-11.
- Gates, J. 1971. The ecology of a Wisconsin pheasant population. Ph.D. Thesis. Madison, WI: University of Wisconsin.
- Gates, J.M. 1973. Gray partridge ecology in southeast-central Wisconsin. Technical Bulletin 70. Madison, WI: Wisconsin Department of Natural Resources.
- Gates, J.M. 1970. Recommendations for a scattered wetlands program of pheasant habitat preservation in southeast Wisconsin. Research Report 63. Madison, WI: Wisconsin Department of Natural Resources.
- Gates, J.M. and J.B. Hale. 1975. Reproduction of an east central Wisconsin pheasant population. Technical Bulletin 85. Madison, WI: Wisconsin Department of Natural Resources.
- Gates, J.M. and J.B. Hale. 1974. Seasonal movement, winter habitat use, and population distribution of an east central Wisconsin pheasant population. Technical Bulletin 76. Madison, WI: Wisconsin Department of Natural Resources.
- Germain, C. 1985. 34 years of natural area preservation. *Wisconsin Natural Resources* 9(6):14.
- Germain, C.E. 1974. Wisconsin's program for preservation of natural areas and other minimum-management lands. Research Report 77. Madison, WI: Wisconsin Department of Natural Resources.
- Germain, C.E., W.E. Tans, and R.H. Read. 1977. Wisconsin scientific areas: preserving native diversity. Technical Bulletin 102. Madison, WI: Wisconsin Department of Natural Resources.

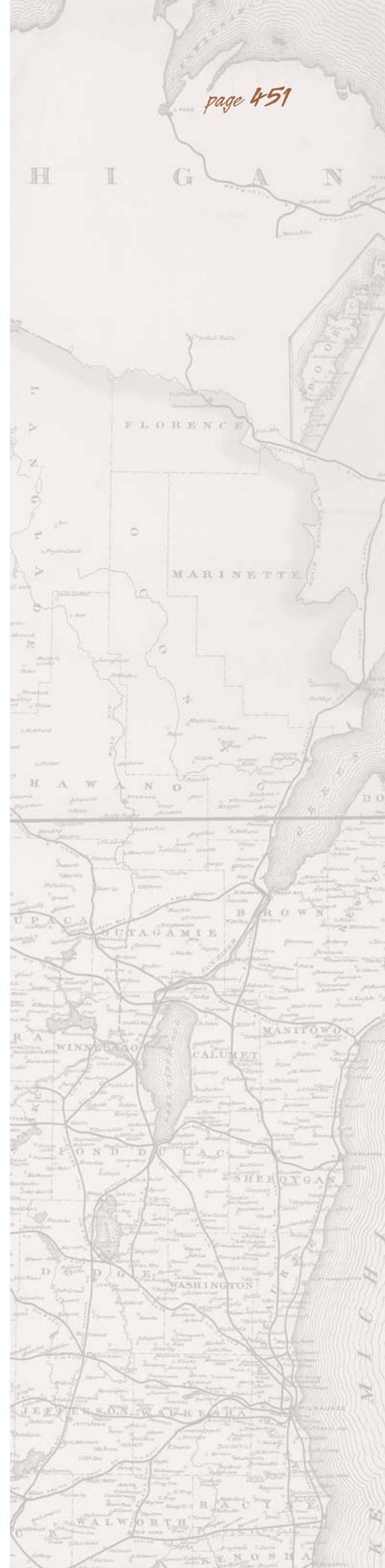
- Gieck, C.M. 1986. Pine marten recovery plan. Wisconsin Endangered Resources Report 22. Madison, WI: Bureau of Endangered Resources, Wisconsin Department of Natural Resources.
- Gilchrist, S., K. Row, and D. Borneman. 1994. *One Bird – Two Habitats: A Middle School Environmental Education Curriculum on Migratory Birds*. Madison, WI: Wisconsin Department of Natural Resources.
- Gilchrist, S.C. 2002. The effects of *Project WILD* on fourth grade students in Wisconsin: results of a statewide study, 1989-90. Technical Bulletin 193. Madison, WI: Wisconsin Department of Natural Resources.
- Gjestson, D.L. 1973. More deer: why? *Wisconsin Conservation Bulletin* 38(1):14.
- Gjestson, D.L. and T.J. Niebauer. 1986. *P-R Wins for Wildlife: 50 Years of the Pittman-Robertson Act in Wisconsin*. PUBL-WM-151-86. Madison, WI: Wisconsin Department of Natural Resources.
- Gjestson, D.L. and M.K. Salwey. 2003. *Wildlife Management: Charting a Course for Wildlife, Celebrating 75 years*. Publ-440 2003. Madison, WI: Wisconsin Department of Natural Resources.
- Goc, M.J. 1990. The Wisconsin dust bowl. *Wisconsin Magazine of History* 73(3):162-201.
- Goodwin, D.K. 1994. *No Ordinary Time*. New York, NY: Simon & Schuster.
- Goodman, R.B. 1938. Wisconsin conservation. *Wisconsin Conservation Bulletin* 3(5):11-15.
- Gordon, S. 1937. Conservation madness. *Wisconsin Conservation Bulletin* July-2(7-8):6-17.
- Governor's Blue Ribbon Task Force on the Stewardship Program. 1999. *The Knowles-Nelson Stewardship Program: A Legacy for Wisconsin: Report to the Governor*. Madison, WI: The Task Force.
- Grange, H. 1996. *Live Arrival Guaranteed*. Boulder Junction, WI: Lost River Press, Inc.
- Gregg, L. 1984. Population ecology of woodcock in Wisconsin. Technical Bulletin 144. Madison, WI: Wisconsin Department of Natural Resources.
- Grimmer, W.F. 1938. 1938 experimental game birds. *Wisconsin Conservation Bulletin* 3(6):3-6.
- Grimmer, W.F. 1948. Game management in Wisconsin. *Wisconsin Conservation Bulletin* 13(6):61-66.
- Grimmer, W.F. 1945. Objectives of the Game Division. *Wisconsin Conservation Bulletin* 10(7-8):14-16.
- Grimmer, W.F. 1937. The game front. *Wisconsin Conservation Bulletin* 2(2):8-9.
- Grimmer, W.F. 1937. The 1937 bear season. *Wisconsin Conservation Bulletin* 2(10):4-6.
- Grimmer, W.F. 1939. Highlights of the 1939 game seasons. *Wisconsin Conservation Bulletin* 4(10):16-20.
- Gross, A.O. 1930. *Progress Report of the Wisconsin Prairie Chicken Investigation*. Madison, WI: Wisconsin Conservation Department.
- Haberland, F. 1980. Hunter's choice. *Wisconsin Natural Resources* 4(5):20.
- Haberland, F. 1972. We're out to grow deer food. *Wisconsin Conservation Bulletin* 37(5):3-6.
- Hale, J. 1991. Badger state spurious sporting scuttlebutt. *Wisconsin Sportsman* 1991(2):17-19.
- Hale, J. 1988. A deer season trilogy: it takes all kinds. *Wisconsin Outdoor Journal* 2(5):27-28.
- Hale, J.B. 1952. Wildlife research notes. *Wisconsin Conservation Bulletin* 17(10):13.
- Hale, J.B., L.B. Best, and R.L. Clawson (eds.). 1985. Management of Nongame Wildlife in the Midwest: A Developing Art: Proceedings of a Symposium Held at the 47th Midwest Fish and Wildlife Conference, Grand Rapids, Michigan, 17 December, 1985. North Central Section, The Wildlife Society.
- Hamerstrom, F. 1994. *My Double Life: Memoirs of a Naturalist*. Madison, WI: University of Wisconsin Press.
- Hamerstrom, F. 1985. Ruth Louise Hine: team player extraordinary. *Wisconsin Natural Resources* 9(6):4-6.
- Hamerstrom, F. 1980. *Strictly for the Chickens*. Ames, IA: Iowa State University Press.
- Hamerstrom, F. and F. Hamerstrom. 1973. The prairie chicken in Wisconsin: highlights of a 22-year study of counts, behavior, movements, turnover, and habitat. Technical Bulletin 64. Madison, WI: Wisconsin Department of Natural Resources.
- Hamerstrom, F.F. 1940. Dominance behaviour in winter flocks of chickadees. M.S. Thesis. Madison, WI: University of Wisconsin.



The Gamekeepers

- Hamerstrom, F.N., Jr. 1940. A study of Wisconsin prairie grouse (breeding habits, winter foods, endoparasites, and movements). Ph.D. Thesis. Madison, WI: University of Wisconsin.
- Hamerstrom, F.N., Jr., O.E. Mattson, and F. Hamerstrom. 1957. A guide to prairie chicken management. Technical Wildlife Bulletin 15. Madison, WI: Wisconsin Conservation Department.
- Hauge, T. 2003. A year with CWD. *Wisconsin Natural Resources* 27(3):14-16.
- Hawkins, A.S., R.C. Hanson, H.K. Nelson, and H.M. Reeves (eds.). 1984. *Flyways – Pioneering Waterfowl Management in North America*. Washington, DC: Fish and Wildlife Service, United States Department of Interior.
- Hay, B., B. Les, B. Rudy, S. Matteson, L. Ramirez, and A. Wydeven (eds.). 1997. *The Endangered and Threatened Vertebrate Species of Wisconsin: Status, Distribution, and Life History*. Publ. No. ER-091. Madison, WI: Bureau of Endangered Resources, Wisconsin Department of Natural Resources.
- Heberlein, T.A. 2004. Fire in the Sistine Chapel: how Wisconsin responded to chronic wasting disease. *Human Dimensions of Wildlife* 9:165-179.
- Heberlein, T.A. and B. Laybourne. 1978. The Wisconsin deer hunter: social characteristics, attitudes, and preferences for proposed hunting season changes. Working Paper No. 10. Madison, WI: Center for Resource Policy Studies, School of Natural Resources, College of Agricultural and Life Sciences, University of Wisconsin.
- Hein, E.N. 1958. *Wisconsin's Way of the Outdoors*. Publ. 620-58. Madison, WI: Wisconsin Conservation Department.
- Hein, E.N. 1944. The deer season. *Wisconsin Conservation Bulletin* 9(1):25-27.
- Hein, E.N. 1941. Wildlife history. *Wisconsin Conservation Bulletin* 6(12):13-16.
- Hein, E.N. 1940. Wildlife history. *Wisconsin Conservation Bulletin* 5(5):3-7.
- Hickey, J.J. 1974. Arlie William Schorger, 1884-1972. *Wisconsin Conservation Bulletin* 39(2):20.
- Hickey, J.J. 1974. Some historical phases in Wildlife conservation. *Wildlife Society Bulletin* 2(4):161-170.
- Hine, R. (ed.). 1968. *Wildlife, People and the Land*. Publication No. 621. Madison, WI: Wisconsin Conservation Department.
- Hine, R.L. 1964. The wildlife resource of Wisconsin. Pp. 91-112 In H.R. Theobald (ed.). *The Wisconsin Blue Book, 1964*. Madison, WI: Wisconsin Legislative Reference Bureau.
- Hine, R.L. and O.S. Bersing. 1951 *Winter Feeding for Wildlife*. Madison, WI: Game Management Division, Wisconsin Conservation Department.
- Hine, R.L., B.L. Les, and B.F. Hellmich. 1981. Leopard frog populations and mortality in Wisconsin, 1974-76. Technical Bulletin 122. Madison, WI: Wisconsin Department of Natural Resources.
- Hine, R.L., B.L. Les, B.F. Hellmich, and R.C. Vogt. 1975. Preliminary report on leopard frog (*Rana pipiens*) populations in Wisconsin. Research Report 81. Madison, WI: Wisconsin Department of Natural Resources.
- Hine, R.L. and S. Nehls (eds.). 1980. White-tailed Deer Population Management in the North Central States: Proceedings of a Symposium Held at the 41st Midwest Fish and Wildlife Conference, Urbana, Illinois, 10 December 1979. Eau Claire, WI: North Central Section, The Wildlife Society.
- Hopkins, F. 1940. The wild turkey problem in Wisconsin. *Wisconsin Conservation Bulletin* 5(12):47-48.
- Hopkins, R.C. 1939. First public hunting grounds success. *Wisconsin Conservation Bulletin* 4(2):40-41.
- Hornaday, W.T. 1913. *Our Vanishing Wildlife*. New York, NY: New York Zoological Society.
- Hovind, R.B. 1960. Hold on to our public lands. *Wisconsin Conservation Bulletin* 25(9):6-9.
- Hubbard, B.W. 1949. Management of the Wood County Public Hunting Grounds. *Wisconsin Conservation Bulletin* 14(11):10-12.
- Hunt, R.A. and L.R. Jahn. 1966. Canada goose breeding populations in Wisconsin. Technical Bulletin 38. Madison, WI: Wisconsin Conservation Department.
- International Association of Fish and Wildlife Agencies. 1997. *A Guide to the Federal Aid in Wildlife Restoration (Pittman-Robertson) Act*. Washington, DC: International Association of Fish and Wildlife Agencies.

- Jackson, D.H. 1980. Wildlife management (or lack thereof) in a mixed economy. *Wisconsin Wildlands* (Summer).
- Jahn, L.R. and R.A. Hunt. 1964. Duck and coot ecology and management in Wisconsin. Technical Bulletin 33. Madison, WI: Wisconsin Conservation Department.
- Jenkins, D.H. and I.H. Bartlett. 1959. *Michigan Whitetails*. Lansing: Michigan Department of Natural Resources.
- Johnson, D. 1988. Wallace Byron Grange. *Wisconsin Outdoor Journal* 2(1):32-35, 68, 72.
- Jorgensen, A.W. 1996. *The Vineyard: A Labor of Love*. Madison, WI: Jensen-Jorgensen and Associates, Ltd.
- Judd, M.K. and R.P. Thiel. 1992. Setting a course for conservation. *Wisconsin Natural Resources* 16(5):27-29.
- Judd, M.K., T.L. Peterson, and D. Schwartz. 1994. *Wildlife and Your Land: A Series about Managing Your Land for Wildlife*. Publ-WM-216-PUB-WM-229. Madison, WI: Bureau of Wildlife Management, Wisconsin Department of Natural Resources.
- Kabat, C., F.M. Kozlik, D.R. Thompson, and F.H. Wagner. 1955. Evaluation of stocking breeder hen and immature cock pheasants on Wisconsin public hunting grounds. Technical Wildlife Bulletin 11. Madison, WI: Wisconsin Conservation Department.
- Kabat, C., R.K. Meyer, K.G. Flakas, and R.L. Hine. 1956. Seasonal variation in stress resistance and survival in the hen pheasant. Technical Wildlife Bulletin 13. Madison, WI: Wisconsin Conservation Department.
- Kahl, R. 1991. Restoration of canvasback migrational staging habitat in Wisconsin: a research plan with implications for shallow lake management. Technical Bulletin 172. Madison, WI: Wisconsin Department of Natural Resources.
- Keener, J.M. 1952. The need for deer range management. *Wisconsin Conservation Bulletin* 17(11):7-10.
- Kellert, S.R. 1978. Attitudes and characteristics of hunters and antihunters. Pp. 412-423 In *Transactions of the Forty-third North American Wildlife and Natural Resources Conference*. Phoenix, AZ: Wildlife Management Institute.
- Kellogg, H.B., Jr. 1942. Game and fur farm activities. *Wisconsin Conservation Bulletin* 7(5):12-14.
- Kellogg, H.B., Jr. 1938. Pheasant program. *Wisconsin Conservation Bulletin* 3(4):24-25.
- Kellogg, H.B., Jr. 1937. The pheasant program. *Wisconsin Conservation Bulletin* 2(1):24-25.
- Keystone Center. 1996. *The Keystone National Policy Dialogue on Ecosystem Management: Final Report*. Keystone, CO: Keystone Center.
- King, F.H. 1877-1883. Economic relations of Wisconsin birds. *Geology of Wisconsin Survey of 1873-1879*, Vol. 1. Madison, WI: Commissioners of Public Print.
- Kingsbury, B.A. and J. Gibson (eds.). 2002. *Habitat Management Guidelines for Amphibians and Reptiles of the Midwest*. Technical Publication HMG-1. Partners in Amphibian and Reptile Conservation.
- Klessig, L.L. and J.B. Hale. 1972. A profile of Wisconsin hunters. Technical Bulletin 60. Madison, WI: Wisconsin Department of Natural Resources.
- Knudson, G.J. 1963. History of beaver in Wisconsin. Research Report 7. Madison, WI: Wisconsin Conservation Department.
- Knudson, G.J. and J.B. Hale. 1970. Food habits of opossums in southern Wisconsin. Research Report 61. Madison, WI: Wisconsin Department of Natural Resources.
- Kohn, B. 1972. What's happened to the northern deer herd? *Wisconsin Conservation Bulletin* 37(5):6-8.
- Kohn, B.E. 1983. Wisconsin's bear essentials. *Wisconsin Natural Resources* 7(6):9-11.
- Kohn, B.E. 1982. Status and management of black bears in Wisconsin. Technical Bulletin 129. Madison, WI: Wisconsin Department of Natural Resources.
- Kohn, B.E. and J.E. Ashbrenner. 1994. Final report: Beaver population surveys and trends in Wisconsin. Study No. 235. Madison, WI: Wisconsin Department of Natural Resources.
- Kohn, B.E., W.A. Creed, and J.E. Ashbrenner. 1989. History and status of Wisconsin's fisher population. Research/Management Findings 23. Madison, WI: Wisconsin Department of Natural Resources.
- Kohn, B.E. and R.G. Eckstein. 1987. Status of marten in Wisconsin, 1985. Research Report 143. Madison, WI: Wisconsin Department of Natural Resources.



The Gamekeepers

- Kohn, B.E., N.F. Payne, J.E. Ashbrenner, and W.A. Creed. 1993. The fisher in Wisconsin. Technical Bulletin 183. Madison, WI: Wisconsin Department of Natural Resources.
- Kosack, J. 1995. *The Pennsylvania Game Commission, 1895-1995: 100 years of Wildlife Conservation*. Harrisburg, PA: Pennsylvania Game Commission.
- Kozlek, F. 1948. Gentle release method of stocking pheasants. *Wisconsin Conservation Bulletin* 13(5):12-14.
- Kubisiak, J.F. 1984. Ruffed grouse habitat relationships in aspen and oak forests of central Wisconsin. Technical Bulletin 151. Madison, WI: Wisconsin Department of Natural Resources.
- Kubisiak, J.F., K.R. McCaffery, W.A. Creed, T.A. Heberlein, R.C. Bishop, and R.E. Rolley. 2001. *Sandhill Whitetails: Providing New Perspective for Deer Management*. PUB-SS-962. Madison WI: Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Kubisiak, J.F., R.E. Rolley, R.N. Paisley, and R.G. Wright. 2001. *Wild Turkey Ecology and Management in Wisconsin*. PUB-SS-955. Madison, WI: Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Lapham, I.A. 1855. *The Antiquities of Wisconsin, as Surveyed and Described by I.A. Lapham, Civil Engineer, etc, on behalf of the American Antiquarian Society*. Washington, DC: Smithsonian Institution.
- Lapham, I.A. 1852. A systematic catalogue of animals of Wisconsin. Pp. 186-199 In Fourth Annual Report of the Board of Regents of the University of Wisconsin. *Journal of the Fifth Legislative Assembly of the State of Wisconsin*, Appendix. Madison: Chas. T. Wakely, State Printer.
- Lapham, I.A. 1852. Fauna and flora of Wisconsin. *Transactions of the Wisconsin State Agricultural Society* 2:337-419.
- Lapham, I.A. 1846. *Wisconsin, Its Geography and Topography, History, Geology, and Mineralogy: Together with Brief Sketches of Its Antiquities, Natural History, Soil, Productions, Population, and Government*. 2nd ed. Milwaukee, WI: I.A. Hopkins.
- Lapham, I.A., J.G. Knapp, and H. Crocker. 1867. *Report on the Disastrous Effects of the Destruction of Forest Trees, Now Going on so Rapidly in the State of Wisconsin*. Madison, WI: Atwood and Rublee, State Printers.
- Last, D. 1986. The Wisconsin Conservation Hall of Fame. *Wisconsin Natural Resources* 10(4):4-6.
- Leopold, A. 1953. *Round River*. New York: Oxford University Press.
- Leopold, A. 1949. *A Sand County Almanac*. New York, NY: Oxford University Press.
- Leopold, A. 1948. *Game Management*. New York, NY: Charles Scribner's Sons.
- Leopold, A. 1947. Mortgaging the future deer herd. *Wisconsin Conservation Bulletin* 12(9):3.
- Leopold, A. 1947. The ecological conscience. *Wisconsin Conservation Bulletin* 12(12):4-7.
- Leopold, A. 1947. Summarization of the Twelfth North American Wildlife Conference. Pp. 529-536 In *Transactions of the Twelfth North American Wildlife Conference*. Washington, DC: Wildlife Management Institute.
- Leopold, A. 1946. The deer dilemma. *Wisconsin Conservation Bulletin* August-11(8-9):3-15.
- Leopold, A. 1945. Wildlife explorations at Prairie du Sac. *Wisconsin Conservation Bulletin* 10(7-8):3-5.
- Leopold, A. 1945. Deer, wolves, foxes and pheasants. *Wisconsin Conservation Bulletin* 10(4):3-5.
- Leopold, A. 1944. The last stand. *Wisconsin Conservation Bulletin* 9(2):3-4.
- Leopold, A. 1944. What next in deer policy? *Wisconsin Conservation Bulletin* 9(6):3-4.
- Leopold, A. 1943. Deer irruptions. *Wisconsin Conservation Bulletin* 8(8):3-11.
- Leopold, A. 1943. Wildlife in American culture. *Journal of Wildlife Management* 7(1):1-6.
- Leopold, A. 1940. Wisconsin wildlife chronology. *Wisconsin Conservation Bulletin* 5(11):8-20.
- Leopold, A. 1939. Academic and professional standards in wildlife work. *Journal of Wildlife Management* 3(2):156-161.
- Leopold, A. 1934. *An Outline Plan for Game Management in Wisconsin*. Madison, WI: Wisconsin Regional Planning Committee.
- Leopold, A. 1931. *Report on a Game Survey of the North Central States*. Madison, WI: Sporting Arms and Ammunition Manufacturers' Institute.
- Leopold, A. 1927. Game cropping in southern Wisconsin. The Friends of Our Native Landscape *Our Native Landscape* (December).

- Leopold, A. 1915. *Game and Fish Handbook*. Albuquerque, NM: District 3, U.S. Forest Service.
- Leopold, A., J.R. Jacobson, H.C. Kuehn, J. Larkin, J.O. Morland, E.G. Ovitz, A.K. Owen, H. Quirt, and H.E. Thomas. 1943. Majority report of the Citizens' Deer Committee to Wisconsin Conservation Commission. *Wisconsin Conservation Bulletin* 8(8):19-22.
- Linde, A. 1969. Techniques for wetland management. Research Report 45. Madison, WI: Wisconsin Department of Natural Resources.
- Linduska, J.P. and A.L. Nelson (eds.). 1964. *Waterfowl Tomorrow*. Washington, DC: United States Printing Office.
- Linton, C. 1975. *The Bicentennial Almanac*. New York, NY: Thomas Nelson Inc.
- Loyster, E.L. 1944. Winter deer food distribution. *Wisconsin Conservation Bulletin* 9(2):5.
- Loyster, E.L. 1944. Pheasant repellent. *Wisconsin Conservation Bulletin* 9(4):10-11.
- MacKenzie, H.W. 1944. To the citizens of Wisconsin interested in deer. *Wisconsin Conservation Bulletin* 9(8-9):10-12.
- MacKenzie, H.W. 1942. Progress on the conservation front. *Wisconsin Conservation Bulletin* 7(1):3-20.
- MacKenzie, H.W. 1941. Conservation moves forward. *Wisconsin Conservation Bulletin* 6(1):3-25.
- MacKenzie, H.W. 1940. Conservation – hand in glove. *Wisconsin Conservation Bulletin* 5(1):3-23.
- MacKenzie, H.W. 1939. Wisconsin's proposed hunting and fishing grounds program. *Wisconsin Conservation Bulletin* 4(2):3-7.
- MacKenzie, H.W. 1939. Conservation newsreel-1938. *Wisconsin Conservation Bulletin* 4(1):3-17.
- MacKenzie, H.W. 1937-38. So goes conservation. *Wisconsin Conservation Bulletin* 2(12)/3(1):3-18.
- MacKenzie, H.W. 1937. The year in conservation. *Wisconsin Conservation Bulletin* 2(1):3-21.
- MacKenzie, H.W. 1929. *Warden's Manual*. Madison, WI: Wisconsin Conservation Commission.
- MacQuarrie, G. 1959. Here come the biologists. *Wisconsin Academy Review* 6(4):157-164.
- Madson, J. 1980. The first duck stamp. *Wisconsin Natural Resources* 4(5):28-29.
- March, J.R. and R.A. Hunt. 1978. Mallard population and harvest dynamics in Wisconsin. Technical Bulletin 106. Madison, WI: Wisconsin Department of Natural Resources.
- March, J.R., G.F. Martz, and R.A. Hunt. 1973. Breeding duck populations and habitat in Wisconsin. Technical Bulletin 68. Madison, WI: Wisconsin Department of Natural Resources.
- Marchand, S. 2001. Keeping an eye on the border and the future. *Wisconsin Natural Resources* 25(5):4-8.
- Matthiae, P. 2002. Preserving for preservation. *Wisconsin Natural Resources* 26(2):31-36.
- Mathiak, H.A. 1966. Muskrat population studies at Horicon Marsh. Technical Bulletin 36. Madison, WI: Wisconsin Conservation Department.
- Mathiak, H.A. 1965. *Pothole Blasting for Wildlife*. Publication No. 352. Madison, WI: Wisconsin Conservation Department.
- Mathiak, H.A. and A.F. Linde. 1954. Role of refuges in muskrat management. Technical Wildlife Bulletin 10. Madison, WI: Wisconsin Conservation Department.
- Matteson, S. and B.R. Bacon. 1991. Trumpeter fanfare. *Wisconsin Natural Resources* 15(6):2, 31.
- McCabe, R.A. 1987. *The Professor*. Amherst, WI: Palmer Publications, Inc.
- McCabe, R.A. 1985. Reflections: along the way: a profession and its society in retrospect. *Wildlife Society Bulletin* 13:336-344.
- McCabe, R.A. 1958. Conservation education vs. false notions. *Wisconsin Academy Review* 5(4):157-160.
- McCaffery, K. 1972. Summer food habits of deer. *Wisconsin Conservation Bulletin* 37(4):8-9.
- McCaffery, K. 1967. Bargain openings. *Wisconsin Conservation Bulletin* 32(5):21-24.
- McCaffery, K.R. 1976. Deer trail counts as an index to populations and habitat use. *Journal of Wildlife Management* 40(2):308-316.
- McCaffery, K.R. and W.A. Creed. 1969. Significance of forest openings to deer in northern Wisconsin. Technical Bulletin 44. Madison, WI: Wisconsin Department of Natural Resources.



The Gamekeepers

- McKenzie, D.F. 1997. *A Wildlife Manager's Guide to the Farm Bill*. Washington, DC: Wildlife Management Institute.
- Meine, C. 1988. *Aldo Leopold, His Life and Work*. Madison, WI: University of Wisconsin Press.
- Meine, C. and R.L. Knight. 1999. *The Essential Aldo Leopold: Quotations and Commentaries*. Madison, WI: University of Wisconsin Press.
- Miller, S.W. 1985. DNR's new wildlife chief sizes up the job. *Wisconsin Natural Resources* 9(6):32-36.
- Mitchell, J.A. and N. LeMay. 1952. *Forest Fires and Forest Fire Control in Wisconsin*. Madison, WI: Wisconsin Conservation Commission.
- Moulton, J.C. 1968. Ruffed grouse habitat requirements and management opportunities. Research Report 36. Madison, WI: Wisconsin Conservation Department.
- Myers, L.E. 1970. Turkey "transplants": no rejection. *Wisconsin Conservation Bulletin* 35(3):26-27.
- Nelson, E. and D. Franson. 1988. Timber wolf recovery in Wisconsin: the attitudes of northern Wisconsin farmers and landowners. Research/Management Findings 13. Madison, WI: Wisconsin Department of Natural Resources.
- Nelson, R. 1997. *Heart and Blood*. New York: Alfred Knopf, Inc.
- Norton, B. 2008. *The Hunter – Developmental Stages and Ethics*. Helena, MT: Riverbend Publishing.
- Oehmcke, A.A. 1989. *The Woodruff Hatchery Story*. Wisconsin: the author. 68 p.
- Organ, J.F., D.J. Decker, L.H. Carpenter, W.F. Siemer, and S.J. Riley. 2006. *Thinking Like a Manager*. Washington DC: Wildlife Management Institute.
- Overy, R. 1996. *Atlas of the 20th Century*. London: Harper Collins Publishers.
- Palmer, J.L. 1993. *Game Wardens vs Poachers: Tickets Still Available*. Iola, WI: Krause Publications, Inc.
- Palmer, T.S. 1900. Legislation for the protection of birds. Bulletin of the U.S. Bureau of Biological Survey 12. Washington, DC: Government Printing Office.
- Parker, L.R. 1990. *Feasibility Assessment for the Reintroduction of North American Elk, Moose and Caribou into Wisconsin*. Madison, WI: Wisconsin Department of Natural Resources.
- Patronsky, M.C. 1997. Legislation on recodification of fish and game laws: 1997 Assembly Bill 864, relating to recodification of fish and game laws. Report No. 8 to the 1997 Legislature. Madison, WI: Wisconsin Joint Legislative Council.
- Patterson, J. 2003. Bringing back the wild: celebrating 75 years of wildlife success stories. *EE News* 19(4):1-2.
- Payer, D.C. and S.R. Craven. 1995. *Wild Turkeys: A Problem for Wisconsin Farmers?* G3623. Madison, WI: University of Wisconsin-Extension.
- Pelej, J. 2002. *Understanding Chronic Wasting Disease in Wisconsin: The First Step to Disease Control*. Publ-WM-399. Madison, WI: Wisconsin Department of Natural Resources.
- Petchenik, J.B. 2004. *Chronic Wasting Disease in Wisconsin and the 2002 Hunting Season: Gun Deer Hunters' First Response*. Madison, WI: Wisconsin Department of Natural Resources.
- Peterson, L.R. 1980. Status of barn owls in Wisconsin, 1979. Research Report 107. Madison, WI: Wisconsin Department of Natural Resources.
- Peterson, L.R., M.A. Martin, and C.M. Pils. 1977. Status of gray foxes in Wisconsin, 1975. Research Report 94. Madison, WI: Wisconsin Department of Natural Resources.
- Peterson, L.R., M.A. Martin, and C.M. Pils. 1977. Status of fishers in Wisconsin, 1975. Research Report 92. Madison, WI: Wisconsin Department of Natural Resources.
- Peterson, L.R., M.A. Martin, and C.M. Pils. 1976. Status of badgers in Wisconsin, 1975. Research Report 90. Madison, WI: Wisconsin Department of Natural Resources.
- Pils, C. 1972. What happens to pheasant nests? *Wisconsin Conservation Bulletin* 37(4):7.
- Pils, C.M. and M.A. Marten. 1978. Population dynamics, predator-prey relationships and management of red fox in Wisconsin. Technical Bulletin 105. Madison, WI: Wisconsin Department of Natural Resources.
- Pils, C.M., M.A. Marten, and J.R. March. 1981. Foods of deer in southern Wisconsin. Research Report 112. Madison, WI: Wisconsin Department of Natural Resources.
- Plante, L.E. 1941. The conservation warden. *Wisconsin Conservation Bulletin* 6(5):25-27.
- Plis, S. and G. Hartman. 1958. Are the turkeys taking? *Wisconsin Conservation Bulletin* 23(2):11-14.

- Pohlman, J.D., G.A. Bartelt, A.C. Hanson, III, P.C. Scott, and C.D. Thompson (eds.). 2006. *Wisconsin Land Legacy Report: An Inventory of Places to Meet Wisconsin's Future Conservation and Recreation Needs*. Madison, WI: Wisconsin Department of Natural Resources.
- Pratt, R.E. 1969. Registration tells the story. *Wisconsin Conservation Bulletin* 334(5):3-5.
- Rahr, G.R. 1957. The Conservation Commission's 30th anniversary. *Wisconsin Conservation Bulletin* 22(7):13-14.
- Rasenberger, J. 2007. *America 1908: The Dawn of Flight, the Race to the Pole, the Invention of the Model T and the Making of a Modern Nation*. New York, NY: Scribner.
- Rath, J. 1997. *The W-Files, True Reports of Wisconsin's Unexplained Phenomena*. Madison, WI: Trails Books.
- Reese, S.W. 1944. Wisconsin's elk herd. *Wisconsin Conservation Bulletin* 9(4): 6-10.
- Reiger, J.F. 1985. *American Sportsmen and the Origins of Conservation*. Norman, OK: University of Oklahoma Press.
- Richards, S.H. and R.L. Hine. 1953. Wisconsin fox populations. Technical Wildlife Bulletin 6. Madison, WI: Wisconsin Conservation Department.
- Riegel, J.A. 1937-38. More about deer. *Wisconsin Conservation Bulletin* 1(12)/3(1):22-26.
- Rolley, R.E. 2005. *Controlling Chronic Wasting Disease in Wisconsin: A Progress Report and Look toward the Future*. Pub-CE-461. Madison, WI: Bureaus of Wildlife Management and Integrated Science Services, Wisconsin Department of Natural Resources.
- Ruff, R.L. 1993. *A Bibliography of Cooperative Extension Service Literature on Wildlife, Fish, and Forest Resources* (third edition). Madison, WI: Department of Wildlife Ecology, Cooperative Extension Programs, University of Wisconsin.
- Ruff, R.L. 1982. *A Bibliography of Cooperative Extension Service Literature on Wildlife, Fish, and Forest Resources*. Madison, WI: Department of Wildlife Ecology, Cooperative Extension Programs, University of Wisconsin.
- Ruff, R.L. and S.R. Craven. 1986. *A Bibliography of Cooperative Extension Service Literature on Wildlife, Fish and Forest Resources* (second edition). Madison, WI: Department of Wildlife Ecology, Cooperative Extension Programs, University of Wisconsin.
- Salwey, M.K. 2005. *Learning to Hunt: Hosting a Hunting-based Outdoor Skills Event in Your Community*. Publ-WM-295-2005. Madison, WI: Wisconsin Department of Natural Resources.
- Sample, D.W. and M.J. Mossman. 1997. *Managing Habitat for Grassland Birds: A Guide for Wisconsin*. PUB-SS-925-97. Madison, WI: Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Sanderson, G.C. (ed.). 1977. *Management of Migratory Shore and Upland Game Birds in North America*. Washington, DC: International Association of Fish and Wildlife Agencies.
- Schorger, A.W. 1973. Increase A. Lapham, 1811-1875. *Wisconsin Conservation Bulletin* 38(4):14.
- Schorger, A.W. 1962. Wildlife restoration in Wisconsin. *Transactions of the Wisconsin Academy of Sciences, Arts and Letters* 51:21-30.
- Schwab, S. 1987. Wisconsin turkey harvest, 1983. Research Report 142. Madison, WI: Wisconsin Department of Natural Resources.
- Scott, W.E. 1949. Administrator's dilemma – sportsmen's burden. *Wisconsin Conservation Bulletin* 14(1):6-10.
- Scott, W.E. 1948. The public's part in Wisconsin conservation history. *Wisconsin Conservation Bulletin* 13(6):84-90.
- Scott, W.E. 1947. The black bear in Wisconsin. *Wisconsin Conservation Bulletin* 12(11):3-10.
- Scott, W.E. 1947. The 'Old North' returns. *Wisconsin Conservation Bulletin* 12(4):13-27.
- Scott, W.E. 1940. Department begins game research. *Wisconsin Conservation Bulletin* 5(10):11-12.
- Scott, W.E. 1940. Game season prospects for 1940-41. *Wisconsin Conservation Bulletin* 5(9):17-20.
- Scott, W.E. 1940. Five wildlife research projects approved. *Wisconsin Conservation Bulletin* 5(7):18-19.
- Scott, W.E. 1939. New angles in winter feeding. *Wisconsin Conservation Bulletin* 4(11):5-6.
- Scott, W.E. 1938. New small refuges. *Wisconsin Conservation Bulletin* 3(10):57-59.
- Scott, W.E. 1938. Wisconsin deer situation, September 1938. *Wisconsin Conservation Bulletin* 3(10):40-46.



The Gamekeepers

- Scott, W.E. 1937. Conservation history. *Wisconsin Conservation Bulletin* 2(9):26-31.
- Scott, W.E. 1937. Conservation history. *Wisconsin Conservation Bulletin* 2(6):27-37.
- Scott, W.E. 1937. Conservation history. *Wisconsin Conservation Bulletin* 2(5):23-30.
- Scott, W.E. 1937. Conservation history. *Wisconsin Conservation Bulletin* 2(4):14-20.
- Scott, W.E. 1937. Conservation history. *Wisconsin Conservation Bulletin* 2(3):10-15.
- Scott, W.E. and T. Reitz. 1997. *The Wisconsin Warden: 100 Years of Conservation Law Enforcement History*. Madison, WI: Wisconsin Department of Natural Resources.
- Scott, W.E. and F.R. Zimmerman. 1938. Winter feeding allotments and contests. *Wisconsin Conservation Bulletin* 3(12):12-15.
- Smith, A.E. 1955. The Flag deer yard. *Wisconsin Conservation Bulletin* 20(10):25-27.
- Smith, C.F. 1967. Turkey season, 1967. *Wisconsin Conservation Bulletin* 32(2):24-25.
- Smith, C.F. 1965. Turkey tracks. *Wisconsin Conservation Bulletin* 30(2):3-6.
- Smith, C.F. 1949. For better conservation: realistic game management. *Wisconsin Conservation Bulletin* 14(1):3-5.
- Smith, J.R. 1967. Game management. *Wisconsin Conservation Bulletin* 32(5):16.
- Smith, J.R. 1958. Our pheasant program can be improved. *Wisconsin Conservation Bulletin* 23(12):13-16.
- Smith, J.R. 1942. Horicon Marsh Wildlife Area. *Wisconsin Conservation Bulletin* 7(10):5-10.
- Smith, J.R. 1941. Quail census project history. *Wisconsin Conservation Bulletin* 6(8):42-43.
- Sprick, E.W. 1973. DNR reorganization: three years later. *Wisconsin Conservation Bulletin* 38(3):12-13.
- Stroebe, H. 1948. Wildlife research pays off. *Wisconsin Conservation Bulletin* 13(6):6.
- Sutter, G. 1991. Inside Wisconsin wildlife management. *Wisconsin Sportsman* 1991(7):28-31, 60-61.
- Swift, E. 1967. *A Conservation Saga*. Washington, DC: National Wildlife Federation.
- Swift, E. 1952. Deer herd control methods and their results. *Wisconsin Conservation Bulletin* 17(1):3-9.
- Swift, E. 1950. *Controlled Harvesting of Wildlife and its Significance*. No. 348. Madison, WI: Wisconsin Conservation Department.
- Swift, E. 1948. The next hundred years. *Wisconsin Conservation Bulletin* 13(6):91-94.
- Swift, E. 1948. *Wisconsin's Deer Damage to Forest Reproduction Survey: Final Report*. Publication 347. Madison, WI: Wisconsin Conservation Department.
- Swift, E. 1946. *A History of Wisconsin Deer*. Publ. 323. Madison, WI: Wisconsin Conservation Department.
- Swift, E. 1944. Let us examine the record. *Wisconsin Conservation Bulletin* 9(8-9):9-12.
- Swift, E.F. 1950. Report to the people of Wisconsin on the state's renewable natural resources and 1949 conservation effort. *Wisconsin Conservation Bulletin* 15(2):3-78.
- Swift, E.F. 1938. Trail blazing for the deer hunter. *Wisconsin Conservation Bulletin* 3(3):3-13.
- Swift, E.F. 1937. First reports of 1937 deer season. *Wisconsin Conservation Bulletin* 2(11):7-9.
- Swift, E.F. 1936. Review of the deer season. *Wisconsin Conservation Bulletin* 1(12):4-7.
- Temple, S.A. J.R. Cary, and R. E. Rolley. 1997. *Wisconsin Birds: A Seasonal and Geographic Guide*. Madison, WI: University of Wisconsin Press.
- The Nature Conservancy. 1976. *Preserving Our Natural Heritage* (Volume II State Activities). Report prepared for the U.S. Department of Interior, National Park Service, Office of the Chief Naturalist, July 31, 1976. Washington, DC: U.S. Government Printing Office.
- Thomas, C. 1994. Conservation advocate, lady of letters. *Conservation Crusader*.
- Thomas, C.L. 1989. The role of the Wisconsin Natural Resources Board in environmental decision-making: a comparison of perceptions. Ph.D. Dissertation. Madison, WI: University of Wisconsin.
- Thompson, D.R. 1964. Hunting in Wisconsin. *American Rifleman* 112(1):30-33.
- Thompson, D.R. 1950. Small game hunting prospects—1950. *Wisconsin Conservation Bulletin* 15(9):3-5.
- Tishler, W.H. 2006. *Door County's Emerald Treasure*. Madison, WI: University of Wisconsin Press.
- Tsukamoto, G.K. 1987. *Restoring America's Wildlife*. Washington, DC: U.S. Fish and Wildlife Service.

- Underwood, A. 2005. Tracking disease; changing environment changes the way viruses evolve and spread. *Newsweek* (U.S. edition) 146(20, November 14):46-48.
- U.S. Fish and Wildlife Service. 2005. *Draft Environmental Impact Statement for the Upper Mississippi River National Wildlife and Fish Refuge Comprehensive Conservation Plan*. Winona, MN: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service. 1979. *Mississippi Valley Population of Canada Geese*. Publ. 1979-667-534. Washington, DC: Government Printing Office.
- U.S. Fish and Wildlife Service. 1976. *Environmental Statement: Proposed Use of Steel Shot for Hunting Waterfowl in the United States*. Washington, DC: Department of Interior.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1982. *Goosewatch – Final Report*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1981. *Goosewatch V – Annual Progress Report: Canada Goose Reduction Project in East-Central Wisconsin*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1980. *Goosewatch IV – Annual Progress Report: Canada Goose Reduction Project in East-Central Wisconsin*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1979. *Goosewatch III – Annual Progress Report: Canada Goose Reduction Project in East-Central Wisconsin*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1978. *Goosewatch II – Annual Progress Report: Canada Goose Reduction Project in East-Central Wisconsin*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Fish and Wildlife Service and Wisconsin DNR. 1977. *Goosewatch I – Annual Progress Report: Canada Goose Reduction Project in East-Central Wisconsin*. Washington, DC: U.S. Fish and Wildlife Service.
- U.S. Forest Service. 1935. *Wildlife Handbook*. Milwaukee, WI: Forest Service, U.S. Department of Agriculture.
- Vanderwall, E.J. 1946. The department reports on 1945. *Wisconsin Conservation Bulletin* 11(3):3-15.
- Vanderwall, E.J. 1944. The department reports on 1943. *Wisconsin Conservation Bulletin* 9(1):3-16.
- Vander Zouwen, W.J. 1998. *Preserving Wisconsin's Outdoor Legacy*. Publ-WM-273. Madison, WI: Wisconsin Department of Natural Resources.
- Vander Zouwen, W.J. and D.K. Warnke (eds.). 1995. *Wisconsin Deer Population Goals and Harvest Management Environmental Assessment*. Madison, WI: Bureau of Wildlife Management, Wisconsin Department of Natural Resources.
- Van Hise, C.R. 1910. *The Conservation of Natural Resources in the United States*. New York, NY: The Macmillan Co.
- Van Horn, K. 2004. *Waterfowl Breeding Population Survey for Wisconsin, 1973-2004*. Madison, WI: Bureau of Wildlife Management, Wisconsin Department of Natural Resources.
- Vaughan, M.R. (ed.). 1980. Wisconsin Cooperative Wildlife Research Unit. Biannual Progress Reports 8(1). Madison, WI: Wisconsin Cooperative Wildlife Research Unit, University of Wisconsin.
- Verney, P. 1979. *Animals in Peril: Man's War against Wildlife*. Provo, UT: Brigham Young University Press.
- Voigt, L.P. 1955. Thirty years of conservation growth in Wisconsin. *Wisconsin Conservation Bulletin* 20(3):22-26.
- Wagner, F.H. 1954. Wild turkey in Wisconsin. *Wisconsin Conservation Bulletin* 19(11):11-14.
- Wagner, F.H. 1954. Public hunting grounds. *Wisconsin Conservation Bulletin* 19(8):18-21.
- Wagner, F.H. and C.D. Besdany. 1963. An evaluation of pheasant stocking through the day-old-chick program in Wisconsin. Technical Bulletin 28. Madison, WI: Wisconsin Conservation Department.
- Wagner, F.H. and C.D. Besdany. 1958. Factors in Wisconsin pheasant production. *Wisconsin Conservation Bulletin* 23(12):3-14.
- Weitz, D. 1981. Deer hunt history. *Wisconsin Natural Resources* 5(6):6-7.
- Wildlife Management Institute. 1997. *Wildlife Management Institute: Organization, Authority, and Programs of State Fish and Wildlife Agencies*. Washington, DC: Wildlife Management Institute.



The Gamekeepers

- Wildlife Management Institute. 1987. *The Pittman-Robertson Program: Fifty Years of Dollars and Sense for Wildlife*. Washington, DC: Wildlife Management Institute.
- Wildlife Management Institute. 1974. *Placing American Wildlife Management in Perspective*. Washington, DC: Wildlife Management Institute.
- Wildlife Management Institute. 1971. *The American Game Policy and Its Development, 1928-1930: reprinted in facsimile from the Proceedings of the American Game Conference, vol. 15, 16, and 17*. Washington, DC: Wildlife Management Institute.
- Wildner, J. 1948. Public hunting grounds: how set up and why. *Wisconsin Conservation Bulletin* 13(10):7.
- Willing, B. 1985. Thirty years of fishers. *Wisconsin Natural Resources* 9(6):29-31.
- Williams, T. 2005. Public menace. *Audubon* 107(4):20, 22-27.
- Wilson, F.G. 1982. *E.M. Griffith and the Early Story of Wisconsin Forestry, 1903-1915*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin Conservation Congress. 2000. Wisconsin Conservation Congress Deer 2000 Questionnaire: Review of Recommendations. Madison, WI: Wisconsin Conservation Congress.
- Wisconsin Conservation Congress. 2000. Final Report of the Deer Baiting and Feeding Study Group. Madison, WI: Deer Management for 2000 and Beyond, Wisconsin Conservation Congress.
- Wisconsin Conservation Congress. 2000. Final Report of the Believability of DNR White-tailed Deer Population Estimates Study Group. Madison, WI: Deer Management for 2000 and Beyond, Wisconsin Conservation Congress.
- Wisconsin Conservation Congress. 1996. Final Report, Special Committee of the Wisconsin Conservation Congress. Madison, WI: Wisconsin Conservation Congress.
- Wisconsin Conservation Congress. 1974. *40th Anniversary: Wisconsin Conservation Congress, Past, Present and Future*. Madison, WI: Wisconsin Conservation Congress.
- Wisconsin Conservation Department. 1964. *Directory and Guide Prepared to Assist Scouting Conservation Programs*. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1957. *Among the State Parks and Forests of Wisconsin*. Publ. 400-57. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1949. *Wisconsin State Experimental Game and Fur Farm Manual*. Publ. 310-49. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1936. *Winter Feeding Wisconsin Game Birds*. Form G-48. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1936. *Plans of Bird Houses and Winter Feeding Stations*. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1936. *Conservation Outline of Wisconsin: Conservation Week, May 3-May 9, 1936*. Madison, WI: Wisconsin Conservation Department.
- Wisconsin Conservation Department. 1935. *Wisconsin State Experimental Game and Fur Guidebook*. Madison, WI: Wisconsin Conservation Department.
- Wisconsin DNR. No Date. *Great Wisconsin Birding and Nature Trail: Lake Superior Northwoods Region*. ER-640. Madison: Wisconsin Department of Natural Resources.
- Wisconsin DNR. No Date. *The Prairie Chicken in Wisconsin*. Publ-WM-259. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2006. *2005 Wisconsin Big Game Hunting Summary*. Publ-WM-284 2006. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2006. *Great Wisconsin Birding and Nature Trail: Lake Michigan Region*. ER-651. Madison: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2005. *Your Investment in Wisconsin's Fish and Wildlife, 2003-2004*. Publ-CE 258 2005. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2005. *Wisconsin's Strategy for Wildlife Species of Greatest Conservation Need*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2005. *Great Wisconsin Birding and Nature Trail: Mississippi/Chippewa Rivers Region*. ER-070. Madison: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2005. *DNR Bureau of Law Enforcement Annual Report*. Pub-LE-406-05. Madison, WI: Bureau of Law Enforcement, Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2003. *Your Investment in Wisconsin's Fish and Wildlife 2001-2002*. Pub-CE-258 2003. Madison, WI: Wisconsin Department of Natural Resources.

- Wisconsin DNR. 2003. *Celebrating 100 Years of Forestry in Wisconsin*. Pub-FR-266. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2002. *Wisconsin Trout Streams*. PUB-FH-806. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2002. *The Facts about White-tailed Deer and Chronic Wasting Disease*. Publ-WM-450-2002. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2001. *Keeping Wisconsin Deer Healthy: Information on Deer Diseases*. Pub-WM-348. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2000. *Your Investment in Wisconsin's Fish and Wildlife 1998-99*. Publ-CE-258 00Rev. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2000. *Wisconsin Statewide Comprehensive Outdoor Recreation Plan 2000-2005*. PUBL-PR-448 99. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2000. *Learn to Hunt: Wisconsin Outdoor Skills Program for Novice Hunters*. Publ-WM-285-00. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 2000. *A Fisheries, Wildlife and Habitat Management Plan for Wisconsin 2001 through 2007*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1999. *Your Investment in Wisconsin's Fish and Wildlife 1997-1998*. Publ-CE-258. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1999. *Wisconsin Wildlife Surveys 9(2)*. Madison, WI: Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1999. *Wisconsin State Parks Visitor Information Guide*. PR002-99. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1999. *Wisconsin's Fish and Wildlife Annual Report 1998-1999*. PUB-CE-259. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1998. *Wisconsin's Fish and Wildlife Annual Report 1997-1998*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1998. *Wisconsin's Deer Management Program: The Issues Involved in Decision-making* (second edition). PUBL-SS-931-98. Madison, WI: Bureau of Wildlife Management and Bureau of Integrated Science Services, Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1997. *Your Guide to the Reorganized Department of Natural Resources*. Publ-CE-223 97. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1997. *Wisconsin Wildlife Success Stories*. Publ-WM-260-97. Madison, WI: Bureau of Wildlife Management, Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1994. *Wisconsin's Deer Management Program: The Issues Involved in Decision-making*. Publ-RS-911 94. Madison, WI: Bureau of Wildlife Management and Bureau of Research, Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1995. *This Wide Horizon: A Habitat Preserved*. Publ-WM-240-95. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1994. *Exploring Wisconsin's Project Learning Tree and Project WILD*. Publ-IE-402-94. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1987. *Wisconsin Game and Fur Harvest Summary, 1930-1986*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1982. *MacKenzie Environmental Education Center and State Game Farm*. Publ-CE-8500 (82). Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1979. *1979 Wisconsin Conservation Warden's Centennial Year Book*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1976. *Summary of Wisconsin's Game and Fur Harvest, 1930-75*. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1974. *Pheasant Propagation Booklet*. PUB. 6-2300(74). Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1972. *Wisconsin Game Fish*. Pub. 239-72. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DNR. 1972. *Pheasant Propagation Handbook*. Publ. 308-72. Madison, WI: Wisconsin Department of Natural Resources.
- Wisconsin DPI. 1943. *Helps in Planning Conservation Learning Experiences*. Curriculum Bulletin 1(3). Madison, WI: Wisconsin Department of Public Instruction.
- Wisconsin DPI. 1938. *Helps in teaching conservation in Wisconsin schools*. Curriculum Bulletin 1(2). Madison, WI: Wisconsin Department of Public Instruction.



The Gamekeepers

- Wisconsin DPI. 1937. Teaching of conservation in Wisconsin schools. Curriculum Bulletin 1(1). Madison, WI: Wisconsin Department of Public Instruction.
- Wisconsin Legislative Fiscal Bureau. 1993. *The Stewardship Program*. Informational Paper. Madison, WI: Wisconsin Legislative Fiscal Bureau.
- Wisconsin Legislative Reference Bureau. 1919, 1925-2005. *State of Wisconsin Blue Book*. Madison, WI: Wisconsin Legislative Reference Bureau.
- Wisconsin State Regional Planning Committee. 1934. *A Study of Wisconsin: Its Resources, Its Physical, Social and Economic Background; First Annual Report*. Madison, WI: State Regional Planning Committee.
- Wisconsin Timber Wolf Recovery Team. 1989. Wisconsin timber wolf recovery plan. Wisconsin Endangered Resources Report 50. Madison, WI: Bureau of Endangered Resources, Wisconsin Department of Natural Resources.
- Wise, S. 1985. Wisconsin classrooms go wild. *Wisconsin Natural Resources* 9(6):7-9.
- Yeager, L.E. 1965. *Thirty Years of Cooperative Wildlife Research Units, 1935-1965*. Washington, DC: Bureau of Sport Fisheries and Wildlife.
- Zimmerman, F.R. 1944. Wisconsin's 1943 waterfowl season. *Wisconsin Conservation Bulletin* 9(1):18-24.
- Zimmerman, F.R. 1942. Waterfowl management research, *Wisconsin Conservation Bulletin* 7(9):15-18.

Newspaper Accounts

- Anonymous. 2005. 161,286 deer are taken on the first weekend. *Wisconsin State Journal* (November 22, 2005).
- Anonymous. 2005. CWD back in national spotlight after cases are found in New York. *Wisconsin State Journal* (July 16, 2005).
- Anonymous. 2005. Earn-a-buck stops here: Wisconsin ends unpopular deer hunting policy. *Wisconsin State Journal* (April 11, 2005).
- Anonymous. 2004. DNR stepping up efforts in battle against chronic wasting disease. *La Crosse Tribune* (September 13, 2004).
- Anonymous. 2004. Traveling back: 75 years ago. *Door County Advocate* (February 1, 2004).
- Anonymous. 2003. A history of the National Wildlife Refuge System. *Wisconsin Outdoor News* (February 28, 2003).
- Anonymous. 2000. Conservation hero passes. Wildlife Management Institute *Outdoor News Bulletin* (August 15, 2000).
- Anonymous. 2000. Carl McIlquham retires today. *Antigo Daily* (January 24, 2000).
- Anonymous. 1989. Honored. *The Country Today* (January 4, 1989).
- Anonymous. 1988. New wildlife manager at Baldwin. *Baldwin Bulletin* (August 24, 1988).
- Anonymous. 1988. Bergquist named to DNR ecologist post. *Wisconsin State Journal* (August 11, 1988).
- Anonymous. 1988. DNR manager promoted to Jefferson County areas. *Watertown Daily Times* (August 11, 1988).
- Anonymous. 1986. Deer authority Burt Dahlberg dies. *The Country Today* (October 2, 1986).
- Anonymous. 1983. Porter elected Game Manager of the Year. *Clam Lake-Polk County Ledger* (March 24, 1983).
- Anonymous. 1975. Some call oyster only first step. *Milwaukee Sentinel* (May 23, 1975).
- Anonymous. 1954. Game man accused on gun charge. *Milwaukee Sentinel* (December 2, 1954).
- Anonymous. 1954. Ernie Swift resigns post as conservation chief. *Milwaukee Journal* (February 5, 1954).
- Anonymous. 1954. Little peace on horizon for conservation chiefs. *Milwaukee Journal* (undated).
- Anonymous. 1954. New director eligibles told. *Milwaukee Journal* (undated).
- Anonymous. 1954. Swift spoke his mind at conservation session. *Milwaukee Journal* (undated).
- Anonymous. 1951. Government close ups. *Milwaukee Sentinel* (December 16, 1951).
- Anonymous. 1932. States first game kill survey called amazing. *Milwaukee Journal* (January 24, 1932).
- Balousek, M. 1988. DNR controversial from start. *Wisconsin State Journal* (February 7, 1988).
- Balousek, M. 1988. Has softer touch taken teeth out of DNR? *Wisconsin State Journal* (February 7, 1988).

- Balousek, M. 1988. Managing game is his game. *Wisconsin State Journal* (February 7, 1988).
- Behm, D. 2005. DNR worker honored in quest to save wetlands. *Milwaukee Journal Sentinel* (October 2, 2005).
- Bortz, D. 2006. Deer hunters lash out at state snowmobile association. *Wisconsin Outdoor News* (February 24, 2006).
- Bortz, D. 2006. Hunting groups wrestle sledders for December hunt. *Wisconsin Outdoor News* (February 10, 2006).
- Bortz, D. 2003. State roundup. *Wisconsin Outdoor News* (February 24, 2006).
- Brinkman, P. 2005. Former director of the state dies in Illinois. *Wisconsin State Journal* (December 31, 2005).
- Davis, J. 2005. Deer seasons reflect change. *Wisconsin State Journal* (August 14, 2005).
- Davis, J. 2003. CWD test results continue to pile up. *Wisconsin Outdoor News* (February 28, 2003).
- Doherty, J. 2005. Don't let the hunters bully DNR. *Wisconsin State Journal* (April 5, 2005).
- Durkin, P. 2005. CWD scare has worn off. *Wisconsin State Journal* (November 20, 2005).
- Durkin, P. 2005. To some people, CWD-tainted meat no sweat. *Wisconsin State Journal* (November 12, 2005).
- Durkin, P. 2005. CWD spotlight has begun to dim. *Wisconsin State Journal* (July 17, 2005).
- Durkin, P. 2005. Face it, wolves a growing problem. *Wisconsin State Journal* (June 5, 2005).
- Durkin, P. 2005. Storied career deserves nod. *Wisconsin State Journal* (March 20, 2005).
- Eisele, T. 2006. DNR, legislators wrestle with December antlerless season. *Wisconsin Outdoor News* (February 24, 2006).
- Eisele, T. 2006. NRB says to limit December deer hunt. *Wisconsin Outdoor News* (February 10, 2006).
- Eisele, T. 2006. NWTf convention includes call maker competition. *Wisconsin Outdoor News* (February 10, 2006).
- Eisele, T. 2005. Baiting still a hot issue. *Capital Times* (December 12, 2005).
- Eisele, T. 2005. Traditional deer seasons being lost in Wisconsin? *Wisconsin Outdoor News* (November 12, 2005).
- Eisele, T. 2005. CWD eradication: is it possible? *Wisconsin Outdoor News* (August 8, 2005).
- Eisele, T. 2005. State's CWD efforts gain the spotlight. *Wisconsin Outdoor News* (August 8, 2005).
- Eisele, T. 2005. Earn-a-buck is dead for 2005. *Wisconsin Outdoor News* (April 8, 2005).
- Eisele, T. 2003. Leopold students celebrate 75 years of wildlife management. *Wisconsin Outdoor News* (October 10, 2003).
- Eisele, T. 2003. Leopold, a true pioneer in wildlife management history. *Wisconsin Outdoor News* (September 24, 2003).
- Eisele, T. 2003. Wisconsin celebrates 75 years of wildlife management. *Wisconsin Outdoor News* (September 12, 2003).
- Eisele, T. 2003. UW (research). *Wisconsin Outdoor News* (February 28, 2003).
- Eisele, T. 2000. Sixty years ago, storm took hunters by surprise. *Capital Times* (November 2000).
- Eisele, T. 2000. Retired Frank McLaury makes a difference. *Capital Times* (January 7, 2000).
- Eisele, T. 1999. More memories of Aldo Leopold. *Capital Times* (December 1999).
- Eisele, T. 1999. Leopold legacy lives on. *Capital Times* (October, 1999).
- Eisele, T. 1999. Are we wasting our money? *Hunting Annual*. *Wisconsin Outdoor News*.
- Greenfield, G. 1934. "Game chair" in university aims to increase wild life. *New York Times* (February 11, 1934).
- Hagen, K. 1982. DNR's Bob Dreis to join Ruffed Grouse Society. *The Country Today* (December 29, 1982).
- Holton, P. 1987. Animals just part of wildlife manager's job. *Portage Daily Register* (January 24, 1987).
- Horst, D. 1982. His career: studying the nature he loved. *Milwaukee Journal* (May 30, 1982).
- Imrie, R. 2005. This autumn, a tense hunt. *Wisconsin State Journal* (November 17, 2005).
- Johns, I. 1984. Lew Myers retires from DNR. *Dodgeville Chronicle* (February 2, 1984).
- Keener, J. 1982. DNR looks at future of wildlife management. *Cadott Sentinel* (April 8, 1982).



The Gamekeepers

- Kienitz, R.C. 1975. Voigt's dismissal fell into place. *Milwaukee Journal* (May 23, 1975).
- Kleinhans, J. 1973. In my opinion. *Milwaukee Journal* (February 15, 1973).
- Knight, J. 2000. Seyberth noted for term on panel. *Eau Claire Leader-Telegram* (September 8, 2000).
- Lintereur, L. 1983. Nature is our friend. *Marinette Eagle-Star* (February 12, 1983).
- Lynch, R.G. 1954. Rebellion of aides behind difficulties. *Milwaukee Journal* (February 21, 1954).
- Lynch, R.G. 1954. Conservation unit, Swift highly rated. *Milwaukee Journal*, (February 16, 1954).
- Naze, K. 2006. Undecided: deer hunt still in limbo. *Wisconsin Outdoor News* (February 24, 2006).
- Neverman, B. 1982. Retired...but still involved. *Marinette-Eagle Star* (December 7, 1982).
- O'Connor, J. 1967. Jack O'Connor on game management. *Lewiston Idaho Tribune* (January 16, 1967).
- Oestreicher, S. 2005. The Congress welcomes public input from all sides. *Wisconsin State Journal* (April 10, 2005).
- Otto, D. 1982. Lintereur left his mark, naturally. *Green Bay Press-Gazette* (December 12, 1982).
- Paulson, G.C. 1987. Photograph: state's first duck stamp project. *Milwaukee Journal-Sentinel* (February 10, 1987).
- Randolph, P. 2005. The gun crowd bullies its way to near-total control. *Wisconsin State Journal* (April 10, 2005).
- Reed, J. 1999. Hunters, hunted lose special leader in Rusch. *Wisconsin State Journal* (September 19, 1999).
- Reed, J. 1989. DNR's Haberland managed big game in a big way. *Milwaukee Journal* (July 9, 1989).
- Reed, J. 1977. If hunters pay the piper, they should call the tune. *Milwaukee Journal Sentinel* (January 23, 1977).
- Reed, J. 1976. Some feel proposal would close farmer's gates. *Milwaukee Journal* (October 31, 1976).
- Reed, J. 1976. Hunters open fire on DNR proposal. *The Journal Times* (September 23, 1976).
- Reed, J. 1976. Hunt meeting erupts into pandemonium. *Milwaukee Journal* (September 22, 1976).
- Reed, J. 1973. DNR not a big happy family. *Milwaukee Journal* (February 11, 1973).
- Seely, R. 2005. A more prolific hunt, but DNR needs more. *Wisconsin State Journal* (November 30, 2005).
- Seely, R. 2005. Today's hunter is high tech but may have trouble finding a place to hunt. *Wisconsin State Journal* (November 19, 2005).
- Seely, R. 2005. Answers replace CWD fears. *Wisconsin State Journal* (July 13, 2005).
- Seely, R. 2004. Building a legacy from the ground up. *Wisconsin State Journal* (January 4, 2004).
- Seely, R. 2001. Ex-DNR chief Meyer gives somber farewell. *Wisconsin State Journal* (February 8, 2001).
- Seely, R. and P. Brinkman. 2001. Phil, "Bazzell's promotion a 'total shock.'" *Wisconsin State Journal* (February 7, 2001).
- Showers, D. 1975. Top aide positions ok'd for 2 agencies. *Milwaukee Sentinel* (December 20, 1975).
- Small, D. 1988. Inside Wisconsin's game management: an interview with Steve Miller. *Wisconsin Outdoor News* (July, 1988).
- Spielman, T. 2005. U.S. House bill would aid wetlands. *Wisconsin Outdoor News* (April 8, 2005).
- Vukelich, G. 1995. Something stinks in Madison – Governor Thompson deserves a dead fish for his environmental policies. *Isthmus* (July 5, 1995).
- Walters, S. 2001. Ousted DNR chief calls for protection from politics. *Milwaukee Journal Sentinel* (February 7, 2001).
- Willing, B. 2000. Little but memories remain of DNR fur farms. *Wisconsin Outdoor News* (May 12, 2000).

Miscellaneous Sources

WCD and Conservation Commission Documents

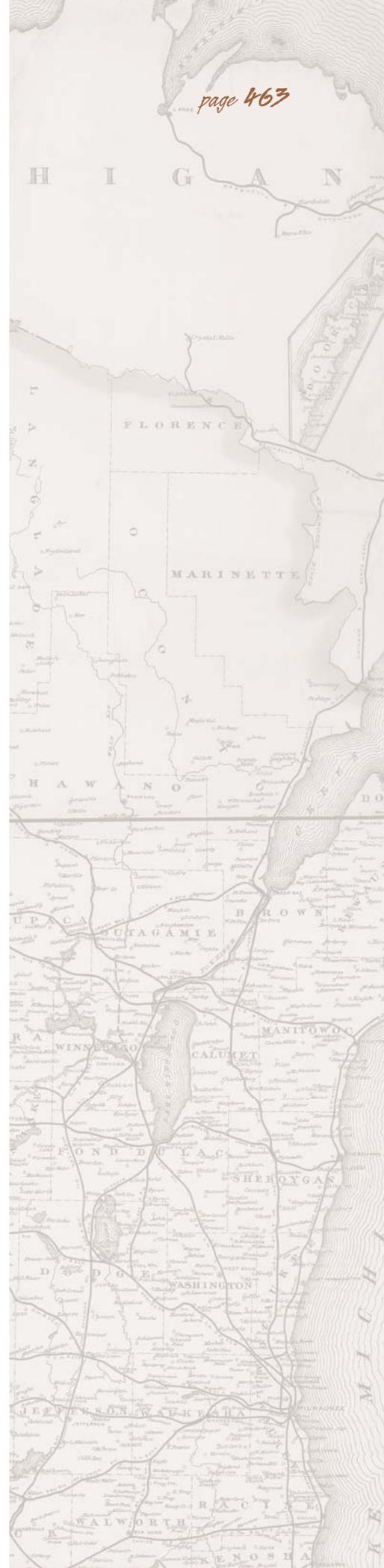
- A bibliography of Wisconsin Pittman-Robertson studies. Compiled by J.B. Hale, April 26, 1950.
- Annual performance reports for federal aid projects, 1941-1967.
- Appendix E: A chronological summary of certain Wisconsin waterfowl hunting regulations, 1850-1963, Compiled by L. Jahn and O. Bersing, undated [1963].
- Calculating deer populations by the age-sex-kill method. Adapted by W.A. Creed from the Michigan Department of Conservation, Game Division Report #2237, October 20, 1964.
- Deer yard records [Rhineland Office]: 1940-1946.
- General review of predator control in the United States. Prepared by unknown author, May 28, 1968.
- Grimmer Memorial Award recipients: 1956-1967.
- Less waste in the woods. Authored by S.G. DeBoer, May 12, 1958.
- Managed goose hunts, Horicon National Wildlife Refuge: 1953-1964.
- Manual of the Law Enforcement Division of the WCD, 1943.
- Quarterly P-R progress reports: April 1941-January 1958.
- Refuges and public hunting and fishing grounds section manual. Game Division, 1948.
- Rule changes as proposed by the Wisconsin Conservation Commission for 1957-1958 on hunting, fishing and trapping regulations. Prepared by unknown author, 1957.
- Transcript of Wisconsin Conservation Department in-service training school, March 7-12, 1938.
- What will reorganization mean to you? *Personnel Notes* (September 1967).
- Wisconsin Conservation Commission biennial reports: Fiscal years ending June 30, 1927-1967.
- Wisconsin Conservation Commission meeting minutes:
- Department Budget, July 1, 1928 to July 1, 1929.
- Public Hunting Grounds Report, September 13, 1946.
- State Game Farm Report, August 29, 1928.
- State Game Farm Tour, August 24-30, 1929.
- Wallace Grange Job Interview, April 27, 1928.
- WCD newsletters: 1949-1968.
- WCD organizational charts: 1927-28, 1931, 1948, 1949, 1956, 1957-58, 1960, 1962-63, 1967, and 1968.
- WCD personnel directories: 1932, 1936, and 1947.
- The Wisconsin Conservationist*: March 1919-November 1922.
- Wisconsin deer hunting summaries: 1953-1967.

Internal WCD Memoranda

- Galston, A.D. to G.S. Hadland (Season Recommendations), February 25, 1960.
- Game Management Division Letters No. 1-170 [1934-1965].
- Germain, C. (Waterford District Game Manager's Report), 1962.
- Grimmer, W.F. to Supervisors (Pay Scale), August 30, 1930.
- Hadland, G. (Enforcement History), December 6, 1960.
- Smith, J.R. to all Game Management Personnel (Reorganization), July 26, 1956
- Smith, J.R. to L.P. Voigt (Wildlife Research Costs and Results), April 9, 1959.

DNR and Natural Resources Board Documents

- About the Secretary of Natural Resources. *DNR eDigest* (January 22, 2004).
- Achievements for 1967-68. Prepared by L.P. Voigt, 1968.
- An analysis of controlled waterfowl hunting and hunter characteristics at Wisconsin's Sandhill Wildlife Demonstration Area (1963-1971). Prepared by W.S. Meier, 1973.
- Annual performance reports for federal aid projects, 1968-2005.
- Annual real estate reports: Fiscal years ending June 30, 1990-2005.
- Appendix G: License fee chronology. Compiled by unknown author, undated.
- Bureau of Wildlife Management. Prepared by J. Keener, undated.



The Gamekeepers

- Bureau of Wildlife Management accomplishment reports: Fiscal years 1987-1992, 1994-1999.
- Bureau of Wildlife Management 1989-91 expenditure analysis.
- The changing nature of the wildlife business. Prepared by M.K. Judd, undated.
- Chronic wasting disease updates: September 2003, Fall 2004.
- Chronology of Wisconsin conservation history. Compiled by unknown author, Bureau of Law Enforcement, undated.
- Comparative costs 1962 vrs. 1972. Compiled by unknown author, undated.
- Comprehensive planning in Wisconsin DNR. Compiled by unknown author, undated [1985].
- Darrell Bazzell appointed UW-Madison vice chancellor. *DNR eDigest* (December 23, 2004).
- Disasters of the Past (Phillips – 1894). Prepared by J. Brekenhagen, undated.
- DNR Digest* bids farewell. *DNR Digest* (Summer 2003).
- Elk in Wisconsin. Prepared by unknown author, undated.
- An environmental enforcement timeline. Compiled by unknown author, 2003.
- Fish hatchery history. Prepared by R. Poff, undated.
- A framework for Wisconsin wildlife management 1984-2000, and beyond: a personalized strategic plan. Working paper prepared by S.W. Miller, May 25, 1984.
- From milk can to ecosystem management: a historical perspective on Wisconsin's fisheries management program 1830s-1990s. Prepared by R. Poff, December 1996.
- From the Secretary's desk. *DNR Digest* (November 1981).
- The future for wildlife management in Wisconsin. Compiled by E. Frank, undated.
- The future of Canada geese in Wisconsin. Prepared by unknown author, 1981.
- Grimmer Memorial Award recipients, 1978-2006.
- Hunting licenses: 1948-1983. Compiled by unknown author, 1983.
- Interviews with Milton E. "Milt" Reinke – a restoration forester. Transcript of interview with unknown author, Division of Forestry, January 2008.
- License sales by county: 2000-2005.
- Natural Resources Board biennial reports: Fiscal years ending June 30, 1968-2005.
- Natural Resources Board retirement resolutions: Creed, Frank, Gabbai, Kloes, Keener, Nesbit, Schave, Thompson, and Waughtal.
- Natural Resources Foundation of Wisconsin, Inc. undated.
- Overview of research in WCD and DNR, 1940-1984 and some future expectations. Compiled by C. Kabat, 1986.
- An overview of wildlife management on private lands. Prepared by J. Keener, undated.
- Pheasant stocking and Poynette State Game Farm. A draft speech prepared by E. Frank, June 4, 1980.
- Publications of the Wildlife Research Section, 1940-80: arranged by author. Compiled by unknown author, 1980.
- Report of the Ad Hoc Deer Study Committee. September, 1991.
- Review of overwinter goals for Wisconsin's deer management units, Madison area. Prepared by unknown author, 1993.
- Scott Hassett joins DNR as Secretary. *DNR eDigest* (January 6, 2003).
- Staff evaluation of the Knowles-Nelson Stewardship Program, July 1, 1998.
- Warden force, 1879-1902. Prepared by unknown author, undated.
- WDNR timeline. Prepared by C. Karr, February 5, 2003.
- Wildlife is big business. Authored by H. Libby, undated.
- Wildlife Management 75th Anniversary Planning Meeting Minutes, December 3, 2001.
- The Wisconsin Conservation Congress, its history and organization. Prepared by unknown author, undated.
- Wisconsin deer damage programs. Prepared by L.R. Stowell, undated.
- Wisconsin deer hunting summaries: 1968-2005.
- Wisconsin DNR organizational charts: 1968, 1969, 1971, 1973, 1975, 1977, 1978, 1979, 1979-81, 1981-82, 1983, 1983-84, 1985-86, 1986, 1987-88, 1988, 1990, 1991-92, 1993-94, 1995-96, 1997-98, 1998-99, and 1999-2000.
- Wisconsin DNR personnel directories: March 4, 1998; June 1, 2000; and May 19, 2005.

Wisconsin fish chronology. Prepared by unknown author, June 1, 1971.
Wisconsin hunting and fishing fees, 1979.
Wisconsin Statute excerpts for wardens and rangers, 1985-86.
1984-85 trapper education course.

Internal DNR Memoranda

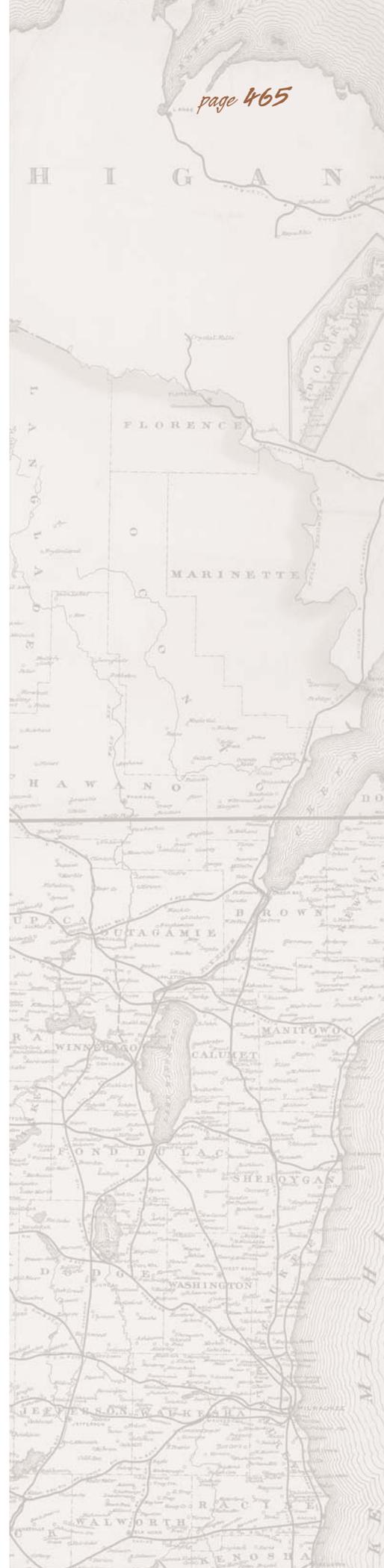
Ad Hoc Uniform Committee to J.A. Beale (Uniforms), August 11, 1972.
Amundson, T. to District Wildlife Specialists (DVE Outbreaks), February 26, 1986.
Amundson, T. to J. Keener (Avian Flu Status Report), March 28, 1984.
Andryk, T. to D. Fendry (History of Hunting in State Parks), June 29, 1999.
Becker, T. to J. Wetzel (Deer Season Meeting Results), October 1, 1976.
Besadny, C. D. (1985 Farm Bill), undated [1985].
Borner, H. to all Conservation Wardens (Union Position on AB 87), January 11, 1983.
Brandt, P. to J. Nielson (GMU Personnel Assignments), March 4, 1997.
Brandt, P. to R. Badger (Bill Murphy), June 11, 1999.
Durkin, P. (Conservation Congress), April 10, 2005.
Gjestson, D. to all Wildlife Biologists (Management History Series 1-9), March-December 2000.
Gjestson, D. to G. O'Brien (Deer History), April 14, 2005.
Glennon, J. to J. Daniel (Warden History Timeline), January 27, 2004.
Hauge, T. to all Wildlifers/Retirees (History Project), December 23, 1998.
Hauge, T. to J. Addis (Issue Identification), December 17, 1992.
Hine, R.L. (Tips on Writing Research Papers), undated [early 1950's].
Huntoon, J.R. to Bureau/Office Directors (Resource Issues), January 18, 1981.
Huntoon, J.R. to L. Williamson (Wildlife History), March 18, 1983.
Kaminski, E. to District Directors (Land Acquisition Contact Policy), June 26, 1968.
Keener, J.M. to A.S. Earl (Deer Season Recommendations), October 6, 1976.
Keener, J. to J. Huntoon (Wildlife Management Objectives), August 30, 1982.
Keener, J. to the Secretary (Wildlife Management Policy), February 2, 1977.
Libby, H. to G. Meyer (Historical Events and Individuals), October 20, 1989.
Meyer, G. to all Employees (Implementing the Reorganization, December 14, 1995.
Meyer, G. to all Employees (Reorganization and Budget Update), July 26, 1995.
Meyer, G. to all Employees (Update on Reorganization), May 8, 1996.
Miller, S. to Wildlife Management Staff (Departing Words), December 3, 1984.
Salwey, M.K. to T. Hauge (History Project), February 23, 2000.
Smith, J.R. to A.C. Damon (Legislative Analysis of AB 87), January 23, 1983.
Voigt, L.P. to all Supervisory Personnel (Ron Nicotera Court Result), June 28, 1974.
Scott, W. (Revised Warden Prologue to Chronology), September 13, 1979.
Warnke, K. to DNR Personnel (New Deer Season Proposal), June 13, 2005.
Wetzel, J. to A. Earl (Deer Season Meeting Results), September 28, 1976.
Wildlife Society to G. Meyer (Reorganization), December 8, 1995.
Winnie, R. to A.S. Earl (Deer Season Meeting Results), September 28, 1976.
Wojciak, R. to P. Brandt (Lower Wisconsin River Basin), February 17, 1997.

DNR News Releases

2005. Wisconsin wolf populations continue to grow. (May 18).
2002. A chronology of Wisconsin deer hunting from closed seasons to antlerless permits.
Wisconsin DNR News and Outdoor Report (August 22).
1999. Former DNR Secretary C.D. Besadny dies. Wisconsin DNR news release (March 17).
1984. Career mirrors 30 years of wildlife resource management in SW Wisconsin. (February 8).
1984. Retired DNR wildlife manager reflects on today's hunters. (February 8).

U.S. Fish and Wildlife Service Documents

Federal Programs (handbook index), undated.
Fish and wildlife facts: Wildlife Restoration apportionments, 1939-1985, January 1986.
Waterfowl harvest and other data. Prepared by K. Gamble, July 1985.



The Gamekeepers

Sport Fish and Wildlife Restoration: Keeping Our Outdoor Traditions Alive. undated.

Upshot – A briefing guide for interpreting the contemporary status of Canada geese in east-central Wisconsin, undated.

The white-tailed deer. News release, undated.

Upper Mississippi River National Wildlife and Fish Refuge Public Use Regulations. 2001.

Websites

Aldo Leopold Foundation (www.aldoleopold.org).

Celebrating Our Wildlife Conservation Heritage (COWCH), The Wildlife Society (www.wildlife.org/who-we-are/cowch).

EEK! Environmental Education for Kids (dnr.wi.gov/EEK/).

Whooping Crane Eastern Partnership (www.bringbackthecranes.org).

Wildlife Management Institute (www.wildlifemanagementinstitute.org).

Wisconsin Bird Conservation Initiative (WIBCI) (www.wisconsinbirds.org).

Wisconsin DNR (dnr.wi.gov).

Other Miscellaneous Sources

Berryman, J.H. 1979. Memorandum to members concerning “National Wildlife Policy.” Washington, DC: International Association of Fish and Wildlife Agencies.

Davis, J.P. 1981. Memorandum on “*Ixodes dammini* and Lyme disease: areas of risk in Wisconsin.” Madison, WI: Bureau of Community Health and Prevention, Wisconsin Division of Health.

National Shooting Sports Foundation. 1982. News release: The origins of wildlife administration. Newtown, CT: National Shooting Sports Foundation. (December 1982).

Stokstad, D., No Date. For all those born before 1945. Stoughton, undated.

UW Wildlife Ecology Newsletter (professors, students, and publications), No. 74, 1 July 1980.

Wisconsin Supreme Court record No. 92-2603, Barnes vs. DNR, June 15, 1994 decision.

Woerpel, L. No Date. A history of the Wisconsin Wildlife Federation. Madison, WI.

Speeches & Presentations

Besadny, C.D. 1991. Untitled speech to Conservation Congress statewide meeting. Wausau, WI: May 31.

Besadny, C.D. 1990. “Critical issues facing WDNR,” presented at University of Wisconsin Agriculture and Life Sciences lecture series. Madison, WI: September 20.

Besadny, C.D. 1990. “It’s time to stand up,” speech to Conservation Congress. Wausau, WI: June 1.

Besadny, C.D. 1983. Untitled speech to Conservation Congress statewide meeting. Wausau, WI: June 3.

Brandt, P. 2005. Untitled presentation to Wisconsin Natural Resources Board. Madison, WI: May 24.

Deboer, S.G. 2000. “The Deer Wars,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Earl, T. 1983. Untitled keynote address to International Association of Fish and Game Agencies. Milwaukee, WI: September 12.

Frank, E. 2000. “The game farm,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Gjestson, D. 2000. “Wildlife history,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Hale, J. 2000. “Wildlife research in the 1940’s,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Hallett, D. 2000. “Wildlife professionals in the new millennium: TWS vision,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 13.

Hauge, T. and D. Gjestson. 2003. “75th anniversary speech: 75 years in 30 minutes,” presented at statewide Wildlife Management celebration. Poynette, WI: September 5.

Hunt, R.A. 2000. “Waterfowl research history,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Jahn, Laurence, “Highlights in a century of wildlife conservation,” presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Jordahl, H.C., Jr. 2000. "Land acquisition for wildlife purposes," presented at Wisconsin DNR statewide wildlife management meeting. Milwaukee, WI: January 11.

Keener, J. 1982. "Wildlife management – the next 10-20 years," presented at Wisconsin DNR statewide wildlife management meeting. Eau Claire, WI: March 10.

McCaffery, K. 2005. Speech on a vision of responsible deer management at The Wildlife Society annual meeting. Stevens Point, WI: March 17.

Meyer, G. 1993. Untitled speech to Conservation Congress statewide meeting. Appleton, WI: May 14.

MacCabe, R.A. 1987. "Aldo Leopold: mentor," presented at Aldo Leopold Centennial Symposium. Madison, WI: April 23-24.

Rolley, R.E. and K. Warnke. 2006. "Wisconsin deer status report," presented at Midwest Deer and Turkey Group. Bloomington, IN: 2006.

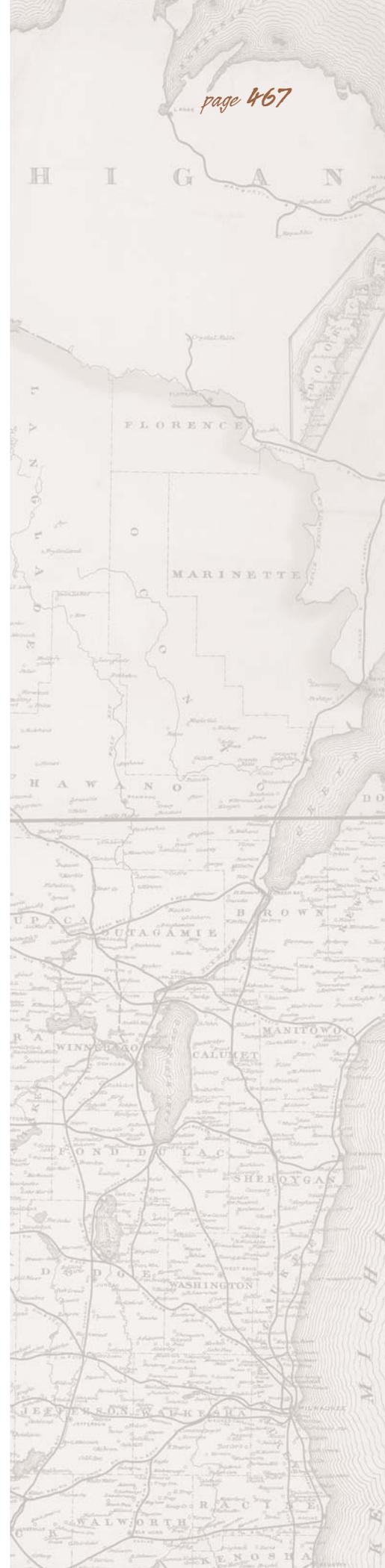
Scott, W.E. 1967. "Conservation's first century in Wisconsin: landmark dates and people," presented at Conservation Centennial Symposium. Madison, WI: May 1967.

Woodward, H.B. 1953. "Competition for public lands," presented at 18th North American Wildlife Conference. Washington, DC: March 10.

Personal Communications

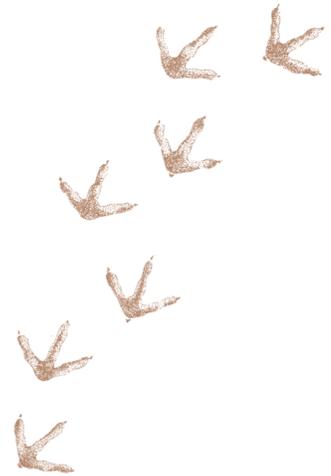
Many of the observations, facts, and anecdotes reported in this book stem from personal conversations, interviews, and correspondence with wildlife and related conservation professionals, and their family members, friends, and acquaintances, over the course of my career with the Wisconsin DNR, and particularly between 1999 and 2008 when I was working on the manuscript. Several provided personal biographies, some shared publications or reference materials, many provided historical context for their areas of expertise or specific work units, and some reviewed or edited portions of the text. Some are mentioned in the text, but many are not. Among these are the following:

- | | | |
|----------------------|-------------------|-------------------|
| William J.P. Aberg | Aaron Bucholz | Milt Friend |
| Margaret Adamac | Nancy Cervantes | Mike Gappa |
| James Addis | Ted Chaddock | Ron Gatti |
| Fred Adler | Chrisian Cold | Anthony Geiger |
| Roger Amundson | John Cole | Clifford Germain |
| Terry Amundson | Kenneth Coyle | Brian Glenzinski |
| Mark Anderson | Jimmy Christenson | Earl Graves |
| Tim Andryk | Scott Craven | Mary Griesbach |
| Timothy Babros | William Creed | Bill Grimmer |
| Bruce Bacon | Allan Crossley | Bruce Gruthoff |
| Rod Bahr | Greg Dahl | Tim Grunewald |
| Tom Bahti | Stanley DeBoer | Frank Haberland |
| Bert Barger | Paul Didier | Inga Hagge |
| Gerald Bartelt | Peter Dix | James Hale |
| Ellen Barth | Arthur Doll | Donald Hall |
| Don Bates | Robert Dreis | Wayne Hall |
| Carl Batha | John Dunn | Diana Hallett |
| Thomas Becker | Gary Dunsmoor | Harvey Halvorsen |
| Kerry Beheler | Patrick Durkin | Lynn Hanson |
| Jim Bell | Anthony Earl | Tom Hanson |
| Kris Belling | Ron Eckstein | George Hartman |
| Clarence Benchert | Edward Eilert | Gaylord Hartsough |
| Jon Bergquist | Jonathan P. Ella | Joe Haug |
| Patrick Beringer | Peter Engman | Thomas Hauge |
| John Berkhahn | Glen Eveland | Allan Haukom |
| Bill Berry | Dave Evenson | Brenda Hill |
| Bob Birmingham | Edward Faber | Ruth Hine |
| Eric Bochert | Genny Fannucchi | James Hoefler |
| Chet Botwinski | Doug Fendry | Simon Hollamby |
| Paul Brandt | William Feney | Jim Holzwart |
| Bruce Braun | Laurie Fike | Frank Hopkins |
| Kay Brockman-Mederas | Bruce Folley | Ralph Hopkins |
| Inga Brynildson | Mike Foy | Ralph Hovind |
| Donald Bublit | Edmond Frank | Tom Howard |



The Gamekeepers

Benjamin Hubbard	Steven Miller	Terry Valen
Scott Hull	Sam Moore	Kent Van Horn
Richard Hunt	Bruce Moss	Phil Vanderschagen
James Huntoon	Bill Mytton	Bill Vander Zouwen
Sarah Hurley	Andy Nelson	Frank Vanecek
Bill Ishmael	John Nelson	Larry Vine
Dave Ives	Oscar Nelson	William Volkert
Jim Jackley	Rolland Nesbit	Keith Warnke
Chris Johansen	Lestlie Neustadter	Tom Watkins
Harry Johnson	Ronald Nicotera	Richard Weidem
Mike Johnson	Ronald Nicklaus	Chauncy Weitz
Richard Johnson	Dick Nickoli	John Wetzal
Gary Jolin	Tom Niebauer	Clifford Wiita
Ken Jonas	Tom Nigus	Linda Winn
Harold C. "Bud" Jordahl	Ned Norton	Mike Winski
Cyril Kabat	William Norton	Richard Wissink
Pat Kaiser	Dan Olson	Gene Woehler
Mike Kastler	John Olson	Brian Woodbury
Dale Katsma	Winston Olson	Adrian Wydeven
John Keener	William Ozburn	David Wymann
Louise Keener	Jim Palmer	Mike Zeckmeister
Horac Kellogg	Brian Peters	
James R. Kelly	Todd Peterson	
Lee Kernan	Chuck Pils	
Jim Kier	John Plenke	
Jonathan Klein	Joe Polasek	
Kent Klepinger	John Porter	
Steve Klock	Jeff Pritzl	
George Knutson	Jim Raber	
Jack Koch	Allan Ramminger	
Gene Kohlmeyer	Mark Randall	
Paul Kooiker	George Resler	
John Kubisiak	Jon Robaidek	
Jim Kurtz	Robert Rolley	
Raymond Kyro	Angela Rusch	
Jeff Lang	Don Rusch	
Harry Libby	Doris Rusch	
Ron Lichtie	Tami Ryan	
Ricky Lien	Mary Kay Salwey	
David Linderud	Paul Samerdyke	
LeRoy Lintereur	Patrick Savage	
Tim Lizotte	F.J.W. Schmidt	
Eric Lobner	Armin Schwengel	
Arlyn Loomans	Robert Scott	
James March	Tom Smith	
Debra Martinelli	Mike Staggs	
Dave Matheys	Wilbur Stites	
Keith McCaffery	Laine Stowell	
Randy McDonough	Fred Strand	
Carl McIlquhm	Harry Stroebe	
Tom Meier	Sean Strom	
William Meier	Cindy Swanberg	
Tim Mella	Kurt Thiede	
George Meyer	Richard Thiel	
Michael Meyer	Christine Thomas	
Lewis Meyers	Donald R. Thompson	
Robert Michelson	Mark Toso	
Jim Miller	Carol Turner	





Acknowledgements

This portion of an author's writing takes up very little space but is vital for conveying to the reader the large number of collaborators used to produce this book. These people provided essential and substantive materials, ideas, comments, and editorial reviews. I am deeply in their debt and thank them profusely for their very valuable assistance.

Writing efficiently and accurately takes a special skill. Most of us are not very good at it. I was fortunate to have the council of some good professional writers/editors, and their recommendations overlay the product you are about to read. The graphic artist skills of Michelle Voss blended all of this effort into a credible product.

The primary editor was Tricia Duyfhuizen, a long-time professional who has elevated many mediocre manuscripts into very readable, attractive products over the past 25 years. If I could show you one marked-up page of her work, you'd appreciate how talented she is in this process that we simply call "editing." Her efforts to correct spelling, grammar, sentence clarity, text flow, and facts without compromising the author's writing style would be better called "miraculous." I am forever in her debt for improving the readability of what could have been a bumpy ride through history.

James Hale (now deceased) was a veteran of over 40 years of professional writing and the mainstay for both historical recollections and effective sentence structure. Sara Rath, prize-winning poet and author, and Ruth Hine, long-time research editor (now deceased), gave valuable publication advice along with authors Lee Kernan, Jim Chizek, Dick Thiel, and Jim Palmer. *Wisconsin Natural Resources* magazine editor David Larry Sperling was most helpful with encouragement and suggestions. My new friend Barbara "Boo" Naminworth shared her years of professional editing without knowing it. Phyllis DeGioia, my loving sister-in-law and full-time writer-editor, provided strategic comments.

I had a team of wildlife consultants who made sure my facts were right and that the story line was accurate. Jim Hale, Kent Klepinger, Chuck Pils, James Raber, Keith McCaffery, Ed Frank, John Kubisiak, Frank Haberland, Harry Libby, and Carl Evert provided multiple reviews of each chapter.

I was very fortunate to be able to interview and receive detailed accounting of the 1969–2005 periods from the wildlife management leaders of the time: John M. Keener (now deceased), Kent Klepinger (now deceased), Steven W. Miller, and Thomas Hauge. They provided insight and detail not available in any other source material. I was also able to interview numerous old-timers and tape their recollections; I encourage you to note their names in the references. Jim Hale and Kent Klepinger extended themselves by providing multiple interviews and recollections. Susan Gilchrist conducted a focus group session of retirees that produced a variety of background information.

Wildlife research was an integral part of the wildlife management program from the beginning but was under a separate administration for the past 50 years. Hence, retrieving details about that program was difficult because most of its history was documented in numerous technical reports about animals and not its personnel. Fortunately, wildlife research leader Gerald Bartelt volunteered extensive time to write about those missing links (25 pages) and allowed me to incorporate his text into the book. He was also instrumental in promoting the book's publication by the DNR.

Dr. Mary Kay Salwey, who is an educator and author, contributed in several areas to ensure the story got told in print. She provided countless suggestions and was a connective link to wildlife professionals, learning about their historical roots and sharing their stories with me. She researched stories and photographs, endured criticism for promoting the topic, and promoted the agency's publication of the book. She is deserving of my very special thanks.

Personnel record searching was difficult because of confidentiality issues. Debra Martinelli was able to provide that documentation to me only through special effort. The clerical worker who actually searched the “P-cards” to retrieve most of the career information was Linda Pederson. She deserves special mention because the tedious chore of searching the records between normal duties was not pleasant duty.

Deer management was a major topic throughout the book, and its history is vital to the wildlife management profession. Keith McCaffery and Bill Creed provided both interviews and text editing. Keith went way beyond the call of duty with multiple edits. His keen memory and record searching were invaluable. Other deer program expertise was obtained from virtually everyone with a hand in Wisconsin’s deer program including Art Doll (now deceased), George Hartman (now deceased), Frank Haberland, Bill Ishmael, Bill Mytton, Keith Warnke, and Dr. Robert Rolley.

The wild turkey management success story is often credited to one person but properly should be shared with others. Many of the main participants were consulted, and I am indebted to their patience and tenacity for getting the “real story” told. Those people include John M. Keener, Edward Frank, Joe Frank, Ronald Nicklaus, John Nelson, Carl Batha, Tom Howard, Paul Brandt (now deceased), Tom Meyer, Lewis Meyer (now deceased), Tom Hauge, Ray Kyro (now deceased), Roger Halverson, Al Cornell, David Linderud, and John Kubisiak.

Waterfowl management is steeped in history and had a humble beginning in the 1940s with “Fast” Freddie Zimmerman. However, it expanded to national recognition because of a researcher named Dick Hunt, and I was fortunate to get his input. Jim March, John Wetzel, Jon Bergquist, Ron Gatti, Gerald Bartelt, and Kent Van Horn gave council and provided editing suggestions. James Kelly from the U.S. Fish and Wildlife Service provided vital federal references that were not available from any other source.

The endangered resources program in Wisconsin was pivotal for changing traditional game management to broader wildlife management objectives. I was fortunate to have the input and review of the experts credited for creating and expanding this vital aspect of the profession. Dr. Ruth Hine was most gracious in providing early program survey and awareness information. Her humble way of crediting others while masking unpleasant personal treatment during her marvelous career did not go unnoticed.

Other endangered species leaders also provided core information and numerous editorial reviews. Jim Hale—the first program director—was most valuable in memory, editing, and superb patience for guiding me through informational gaps and my primitive writing attempts. Ronald Nicotera—the second program leader—deserves accolades not only for his editorial assistance but for the citation of the wildlife title origin. Chuck Pils, friend and mentor, gave countless, personally painful (“...when will this end?”) hours of editing and facilitated additional input on endangered species I was unable to orchestrate.

Similar to the wildlife research shortcomings, digging out endangered resources personnel and program detail was next to impossible because of fragmented record keeping. Sumner Matteson provided important chunks of recent program information and deserves special recognition. Pils’ tenacity also drew help from the current Bureau of Endangered Resources staff.

Other DNR functions set the stage for the wildlife management story, especially law enforcement, forestry, and fisheries that were our partners in the traditional conservation program. Program historians Jim Chezik (law enforcement), Jim Miller (fire control), and Ron Poff (fisheries) not only provided useful information but extended encouragement and support for this form of historical recollection. In particular, Jim Miller repeatedly researched missing data and produced documentation essential for accurate storytelling.

To have council of university professors was a very special resource for a struggling author. The late Dr. Donald Rusch—a most treasured friend—encouraged me to document the growth of the profession and told many adventurous stories to demonstrate the value of having fun with wildlife. Former professor and friend Harold “Bud” Jordahl (deceased) was enthusiastically

supportive of my efforts from the idea stage forward and gave advice and encouragement. Dr. Scott Craven not only provided editorial reviews and authored the foreword but also gave pragmatic council vital for the quality of the product.

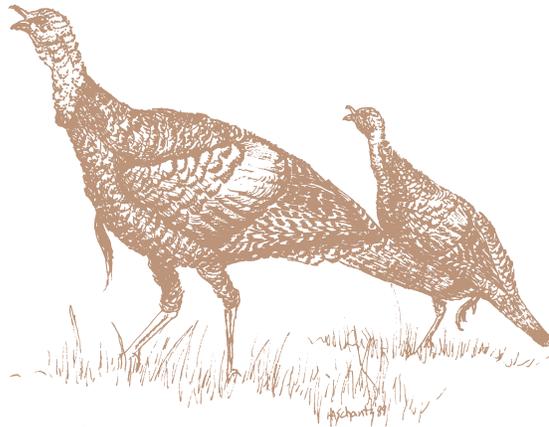
During the course of five years of archival pursuit, I received the unbridled help of so many DNR staffers that I have to at least list their names. Unfortunately, I likely will overlook someone; to those, I apologize. To the following, please accept my special thanks:

- | | | |
|-----------------|----------------------|------------------|
| Tim Andryk | Inga Brynildson | Laine Stowell |
| Carl Batha | Jim Christenson | Lewis Meyers |
| Don Bates | Ron Gatti | Tom Meyers |
| Carol Turner | Joe Haug | Bruce Moss |
| Tom Bahti | Sarah Shipiro Hurley | Tom Niebauer |
| Don Bublitz | Bill Ishmael | Todd Peterson |
| Paul Brandt | Jim Keir | LeRoy Peterson |
| Jon Bergquist | Ray Kyro | Eugene Woehler |
| Tom Becker | Pat Kaiser | Laine Stowell |
| Harry Libby | John Wetzel | Kurt Thiede |
| Don R. Thompson | James Raber | Al Phelan |
| Lynn Hanson | Kathleen Harris | Jessica Kitchell |

All photography credit belongs to the Wisconsin Department of Natural Resources unless otherwise indicated. DNR photographer Robert Queen was most generous with his time and talent. His personal search of photo archives and marvelous technical skill in passing black and white conversions to me on a compact disc were time saving and appreciated. Dick Thiel searched out rare photos I couldn't locate.

I would be remiss if I didn't thank my family for 30 years of second-place standing and absorbing eight more years of DNR intermingling in our lives while this book was being written. To my sons Scott and Chris, thanks for hanging in and understanding. To my loving wife Laura, who tolerated countless hours of sublimation while DNR occupied my time and never grew weary of offering support, please accept my thanks and pledge of topic closure. To my only grandson, Miles Forest Richman Gjestson, I hope you read this some day!

Dave Gjestson



Credits

Editors: Patricia Duyfhuizen, Dreux J. Watermolen, and Michelle Voss
Design and Production: Michelle Voss

Sources of photographs include the following: Mary Lee Agnew, Bruce Bacon, Liz Bahti, Baker Family, Walter Baritsky, Gerald Bartelt, Mark Bixby, Elizabeth Boyd, Ryan Brady, John Buss, Al Cornell, Candie Craven, Crex Meadows, Jim Evrard, Chris Frasch, Ron Gatti, Susan Gilchrist, Nancy Gill, Laura Gjestson, Diana Hallett, Joe Haug, Horicon Marsh, Don Johnson, Bruce Kohn, John Kubisiak, Herbert Lange, Richard Lillie, Lintereur Family, Sumner Matteson, Keith McCaffery, Thomas Meyer, The Nature Conservancy, John Nelson, Tim Oksiuta, Operation Migration USA Inc., C.J. Ott, Otto Family, Neil Paisley, Jim Palmer, Peninsula State Park, Paul Peeters, Bob Pfaff, Robert Queen, Jennifer Redell, James Robaidek, Bill Schwengel, Tom Sheffy, Laine Stowell, Don Thompson, Dean Tvedt, United States Fish and Wildlife Service, University of Wisconsin-Stevens Point Archives, Michelle Voss, William Wheeler, Wisconsin Conservation Department, Wisconsin Department of Agriculture, Trade and Consumer Protection, Wisconsin Department of Natural Resources, Wisconsin Historical Society, Wisconsin Waterfowl Association, and Robert Wright.

Sources of illustrations include the following: Gary Eldred, Florida Center for Instructional Technology-FCIT (<http://etc.usf.edu/clipart>), Bob Hay, Jessie Hewitt, Cary Hunkel, David Kopitzke, Jim McEvoy, Linda Pohlod, Georgine Price, Heidi Schantz, Charles Schwartz, Jens von Sivers, and Deanne D. Wilde.



About the Author

David Gjestson was born and raised in Stoughton, Wisconsin, obtained his Bachelor of Science degree in fish and wildlife management from the University of Minnesota in 1963, and was commissioned as an Ensign in the U.S. Navy at Newport, Rhode Island, the following year. He served three tours in the Gulf of Tonkin off the coast of Viet Nam as a nuclear weapons officer aboard the U.S.S. Hancock (CVA-19), a Seventh Fleet attack carrier.

David was hired by the Wisconsin Conservation Department in 1967 as a game manager and was stationed in Jefferson, Boscobel, and Madison before joining the Wildlife Management Bureau staff in 1972. He became the Lower Wisconsin State Riverway Coordinator in 1989 and completed his 30-year career as a policy and planning analyst for the Bureau of Property Management before retiring in January 1999.

David and his wife, Laura, moved to Oakley, California in 2011 after 45 married years in Wisconsin. Trading equestrian trail riding in the Midwest for mountain trekking and ocean beach romps with two rambunctious dogs, international travel and grandson activities are now priority events. Both are still avid Packer and Badger fans.



Back cover photo: Warden Harold Hettrick. Courtesy of DNR Bureau of Law Enforcement.

The Wisconsin Department of Natural Resources provides equal opportunity in its employment, programs, services, and functions under an Affirmative Action Plan. If you have any questions, please write to Equal Opportunity Office, Department of Interior, Washington, D.C. 20240.

This publication is available in alternative format (large print, Braille, audio tape, etc.) upon request. Please call Wisconsin Department of Natural Resources, Bureau of Science Services, at 608-266-0531 for more information.

